

THE ONE HUNDRED AND
THIRTY-FORTH
ANNUAL REPORT
OF THE
TOWN OF MILLIS, MASSACHUSETTS



FOR THE YEAR ENDING
DECEMBER 31, 2020

MILLIS, MA

INCORPORATED FEBRUARY 24, 1885

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**2020
IN MEMORIAM**

Vickie L. Philben
Board of Health Office
May 24, 2020
~ ~ ~ ~

Anne C. Rich
Conservation Commission
(26 years)
July 20, 2020
~ ~ ~ ~

Beverly A. Temple
Library Trustee
August 30, 2020
~ ~ ~ ~ ~

Elizabeth A. DeAngelis
Crossing Guard
October 8, 2020
~ ~ ~ ~ ~

William F. Whelan
Building Inspector
(30 years)
Volunteer Firefighter
October 12, 2020
~ ~ ~ ~ ~

Catherine F. Travers
Millis Public Schools
Kindergarten Teacher
(30 years)
December 30, 2020
~ ~ ~ ~ ~

ELECTED TOWN OFFICERS 2020

		Term Expires
Moderator	Donna Cabibbo	2021
Town Clerk	Lisa Jane Hardin	2023
Select Board	James J. McCaffrey	2021
	Peter C. Jurmain	2022
	Erin T. Underhill	2023
School Committee	Steven G. Catalano	2021
	Robyn L. Briggs	2021
	Marc S. Conroy	2022
	Denise D. Gibbons	2023
	Kerriann Roche	2023
Board of Health	Kathleen A. Lannon	2021
	Matthew S. Fuller	2022
	JaiKaur LeBlanc	2023
Library Trustee	Laura K. Satta	2021
	Wendy S. Barry	2022
	Jennifer White Farrar	2023
Planning Board	Nicole M. Riley	2021
	George J. Yered, Jr.	2022
	Richard D. Nichols	2023
	Bohda B. Raut Chhetry	2024
	Alan J. Handel	2025
Housing Authority	Leslie A. Devaney (State Appt., tenant)	2021
	Carol Mancuso-Baker	2022
	Carol B. Mushnick	2024
	Mary-Ellen D’Espinosa	2025
Constables	Helen R. Kubacki	2023
	Nathan R. Maltinsky	2023

Appointments by the Moderator

Finance Committee

Jim Bullion	2023
Jodie Garzon	2023
Doug Riley	2023
Joyce Boiardi	2022
Peter Berube	2021
Craig Schultz	2022
Katie Tieu	2022
Cathy MacInnes	2023

Memorial Day Committee

Listed below are all the members of the Memorial Day Committee involved in the planning of the Ceremonies on Memorial Day, May 25, 2020 in the Town of Millis;

Sarah Kearns
Robert Yeager

Oak Grove Farm Commission Term Expires

Rob Elbery	2023
Julio Fontecchio	2021
Susan McAvoy	2021
John McAvoy	2022
Stephen MacInnes	2022

Town Meeting Study Committee

In accordance with Article 26 of the 2017 Millis Fall Town Meeting I hereby appoint to the committee to “study and report on the voting procedures at Town Meetings” as well as the day, date and time of the Town meeting and for such committee to report its findings to the Town meeting as determined by the Moderator. All appointment terms are one year.

James Angelo
James McCaffrey
Beth Murphy
Craig Schultze
Rick Neves
Tammy Coutts

SELECT BOARD AND TOWN ADMINISTRATOR APPOINTMENTS

Agricultural Commission

Diane Hubbard, 2021
Robert Cantoreggi, 2021
Linda Chiaizio, 2021

Animal Inspector

Brenda Hamelin, 2021

Board of Assessors

Robert Cantoreggi, 2023
Lisa Jane Hardin, 2021
Robert Veaner, 2022

Assistant Assessor

Theresa Gonsalves, 2021

Cable TV Advisory Committee

Steven Catalano, 2021
Leonard Forman, 2021
James McCaffrey, 2021
Raymond Normandin, 2021
Madeline Yusna, Ex-Officio, 2021

Capital Planning Committee

Jonathan Barry, 2022
John Corcoran, 2022
Peter Berube, 2021
James McCaffrey, 2022
Kerri Roche, 2022
Michael Guzinski, 2021

Cemetery Committee

Marsha Collins, 2021
John Doyle, 2021
James McKay, 2021
Cathy MacInnes, 2021
Jeffrey Mushnick, 2021
Charles Vecchi, 2021

Charter Review Committee

Doreen Hayes, UC
Paul Jacobson, UC
Diane Jurmain, UC
Craig Schultze, UC
Nancy Sitta, UC
Christopher Soffayer, UC

Community Preservation Committee

David Baker, at large member 2021
Loring Barnes, 2021 (Select Board)

Wendy Barry, at large member 2021
Nathan Maltinsky, Historical
Commission Rep 2021
James McKay, Planning Board Rep
2021
Raymond Normandin, 2021
Pamela Rheaume-Mustard, Recreation,
2021
Anne Rich, Conservation Commission
Rep 2021
Shawn Power, Liaison, Fin Com, 2023

Conservation Commission

Edward Chisholm, 2022
Christine Gavin, 2023
Ram Charan Khalsa, 2023
James Lederer, 2021
Daniel Lee, 2022
Carol Hayes, 2021
John Steadman, 2022

Council on Aging

William Brown, 2023
Helen Daly, 2021
Herbert Lannon, 2021
Christine McCaffrey, 2023
Elizabeth Derwin, 2023
Lisette Walter, 2023
Patricia Kayo – Ex Officio, 2021

Cultural Council

Amy Cohen, 2022
Stephanie Copice, 2021
Laura Doherty, 2023
Patrick Neville, 2023
Melany Ferrimy, 2021
Arlene Lagos, 2021
Carol Melancon, 2022
Barbara Matthews, 2022
Robert Zammarchi, 2023

Economic Development Committee

Robert Weiss, 2021
James Sabitus, 2021
Beth Murphy, 2021
Mark Spangenberg, 2021
Nicole Riley, 2021
Nate Maltinsky, 2021
Amanda Borgman, 2021
Loring Barnes, 2021

Emergency Management Agency:
Director, Richard Barrett, 2021
Communications, Robert Yeager, 2021

Energy Committee
Jonathan Barry, 2021
Timothy Farrar, 2021
Craig Gibbons, 2021
Tom O'Connell, 2021
Kathleen Streck, 2021
Chris Jackson, 2021
Peter Jurmain, Liaison, 2021
Michael Guzinski, Ex Officio

Energy Manager
Robert Weiss, 2021

Ethics Commission Liaison
Karen Bouret, 2021

Enterprise Funds Advisory Committee
Peter Jurmain, 2021
JaiKaur LeBlanc, 2021
Catherine MacInnes, 2021

Fence Viewer
Michael Giampietro, 2021
Michael Guzinski, 2021

Finance Director/Town Accountant
Carol Johnston, 2021

Historical Commission
Mitch Bobinski, 2021
Joanne Gannon, 2023
Jacqueline Graci, 2021
Nathan Maltinsky, 2023
Cheryl Pruffer, 2023
Mark Slayton, 2021
Scott Fuzy—Associate, 2021
Charles Vecchi – Associate, 2021
Margaret Wilkes, 2023

Local Emergency Planning Committee
Loring Barnes, 2021
Richard Barrett, 2021
Emily Dellaglio, 2021

John Engler, 2021
Michael Guzinski, 2021
Sandy LaBarge, 2021
Vincent Howley, 2021
Paul Jacobsen, 2021
Kathleen Lannon, 2021
James McKay, 2021
John McVeigh, 2021
Christopher Soffayer, 2021

Metropolitan Area Planning Council Representatives (MAPC)
Michael Guzinski, 2021
Nicole Riley, 2021

MBTA Advisory Board Designee
Michael Guzinski, 2021

Norfolk County Advisory Board Designee
James McCaffrey, 2021

Parking Clerk
Karen Bouret, 2021

Permanent Building Committee
Diane Jurmain, 2021
Wayne Klocko, 2021
James McCaffrey - Ex Officio, 2020
Craig Schultze, 2020
Patrick Sheehan, 2020
John Larkin, 2021
John Wine, Resigned

Planning Board Associate
Joshua Guerrereo, 2021

Public Weighers
Kenneth Bianco, 2021
Michael Collins, 2021
Donald Gilleney, 2021
Paul Lapierre, 2021
Jason Lariviere, 2021
Arthur Murphy, 2021
Michael Pukanasis, 2021
Scott Rorrie, 2021
Francis Rossi, 2021
John Tresca, 2021
Robert Tresca, 2021
Steven Tresca, 2021

Recreation Committee

Michael Banks, 2021
Steven Cassidy, 2021
Timothy Davis, 2021
Kristen Fogarty – Ex Officio, 2021
Erin LeBlanc, 2021
Sharon Locke, 2021
Pamela Rheame-Mustard, 2021
Susan Vara, 2021

Regional Transportation Advisory Council

Edward Chisholm, 2021

Registrars of Voters

Marc Conroy, 2021
Lisa Hardin, 2021
Karen Bouret, 2021
Robert Yeager, 2021

Right-To-Know Coordinator

John McVeigh, 2021

Safety Committee

Richard Barrett, 2021
Karen Bouret, 2021
John Engler, 2021
James McKay, 2021
John McVeigh, 2021
Paul Sims, 2021
Christopher Soffayer, 2021
Kimberly Tolson, 2021
Sandy LaBarge, 2021

Sealer of Weights and Measures

W. James Allshouse, 2021

Southwest Area Planning Council (SWAP)

Michael Guzinski, 2021
Nicole Riley, 2021

Surveyor of Wood & Lumber

Michael Giampietro, 2021

Town Counsel

KP Law, 2021
Mead, Talerman, & Costa, LLC 2021

Treasurer/Collector

Jennifer Scannell, 2021

Tree Warden

Robert Cantoreggi, 2021

Deputy Tree Warden

Richard Vatour, 2021

Veterans Agent

John Moore

Zoning Board of Appeals

Wayne Carlson, 2021
Peter Koufopoulos, 2022
William Lawson, 2021
Donald Rivers, 2021
Donald Skendarian, 2021

APPOINTMENTS BY THE BOARD OF HEALTH EXPIRING 2020

Health Agent	John P. McVeigh, MBA, CHO, RS
Health Agent	Matthew Fuller PHD, Member
Health Agent	Kathleen Lannon, RNMS, Member
Health Agent	Jaikaur LeBlanc, Member
Health Agent	Angelo DeLuca
Health Agent	Robert Mullaney
Health Agent	James White
Health Agent	James McKay
Burial Agent	Lisa Hardin
Burial Agent	Susan Vara
Burial Agent	Kathy Smith

APPOINTMENTS BY THE TOWN CLERK

Assistant Town Clerk	Kathleen Smith, 2021
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APPOINTMENT BY THE MODERATOR, CHAIRMAN OF THE SCHOOL COMMITTEE AND CHAIRMAN OF THE SELECT BOARD JOINTLY

Tri County Representative - Jane Hardin, 2023

REPORT OF THE TOWN CLERK for 2020

2020 was such an unusual year for this office that I am going to go into a little more detail about what went on than I usually do. This is a historical record and people in years to come may be interested in what we have all lived through.

This past year was amazing as well as stressful and anxiety producing for all of us. Many people were at home for months and consequently were able to follow what was going on locally, at the state-level and nationally, both politically and health-wise. It was amazing and gratifying to see the increase in interest surrounding the various elections and the hassles people were willing to put up with to participate in their democracy. Participating, especially by voting, is a central obligation of every citizen in our republican form of government, which is of the people, for the people and most importantly, by the people. With low turnout, we run the risk of electing people who may only represent a small part of the population. And the people who are elected may then choose to only represent that small percent who voted for them, rather than the entire population. This holds true for local elections as well as state-wide and national elections. It is only by continuing to vote in large numbers at all levels that we can get the kind of government we want. As Benjamin Franklin once said, we have a republic, if we can keep it.

Over the course of 2020, we held four elections and two town meetings. These are not "one day" events for us. There are many weeks (if not months) of preparation beforehand as well as many weeks of paperwork and other clean-up afterwards.

First was the Presidential Primary on March 3, just before the covid pandemic ramped up. That election was held in a normal way. There was a lot of interest with 2,773 voters (44% turnout). With the incumbent President being a Republican, only 616 (22%) chose that ballot. The Democrats had many more candidates vying for the top spot and 2,137 (77%) chose that ballot. We had a week of in-person early voting and a small number voted by mail, but most voters came to the polls on Election Day.

By the middle of March, the State shut everything down and told people to stay home. This created a captive audience for the Town Election, which is usually fairly low key. There were contested races for Town Clerk, Select Board, Board of Health, and Planning Board. The Select Board postponed both the Election and Town Meeting from early May to the end of June, thinking that the covid situation might improve by then. It did not, but with the additional time, we were able to plan carefully and set up protocols that would allow everyone to vote while also staying safe. Many of our usual election staff are older and didn't feel it would be safe enough to work at the polls this past year,

so we recruited many new people who were enthusiastic and willing to do whatever was needed.

Since we have a democratic form of government, both elections and town meetings are considered essential to keep the government working for us. And in spite of all the issues with voting, people were very interested in participating in a core obligation of citizenship in a democracy. Everyone was willing to try new ways and times for voting.

The Covid 19 pandemic affected everything. There were new regulations regarding social distancing - stay 6 feet apart, wear masks, wash hands frequently, use hand sanitizer, wipe down surfaces with sanitizing cleanser, etc. The Town Hall was closed to the public, but a large bin was set up outside the entrance for exchanging mail and requests for documents and residents soon got used to communicating mainly by phone rather than being able to walk in the building. We made appointments with people and met outside in the parking lot when they needed papers notarized or wanted to fill out the paperwork for getting a marriage license. We had a larger than normal number of couples from out of town because the waiting time elsewhere was too long and Millis had acquired a reputation for being willing to help.

For in-person voting at the polls, we had booths safely spread 6 feet apart, plexiglass shields on tables, masks and gloves to protect both the voters and the election workers. We changed the flow of voters so there was one entrance and a different way out so foot traffic was all in one direction. Voters could stay six feet apart. We gave everyone a new pen and sanitized pens before reusing them. Ballots were touched as little as possible. The weather was fine and we were able to keep the doors and windows open for ventilation.

We had 1,327 (21%) participate at the Town Election on June 22nd, which is much higher than normal. By this point in the year, we were encouraging voting by mail and several hundred voted that way. This made it possible for the voters who came on Election Day to not have to wait in long lines, but were able to get through the process in ten minutes.

We followed that successful event with the Spring Town Meeting a week later on June 29th. It was held in the High School gymnasium rather than the auditorium so the seating could be 6 feet apart. There was a limit on the number of people who could fit in the gym safely, but we did not have to turn anyone away. The business of the Meeting was limited to the bare essentials to keep the Town running and we were done in two hours.

Town meetings in Massachusetts require that people attend in person, if they want to speak or vote. There is no remote or absentee voting. All residents may attend, but only registered voters can vote. Those present may speak and air their concerns and

suggestions related to Articles on the Warrant. The people who show up at town meetings are the people who decide how our property tax dollars will be spent. In June, we spent over \$35 million. Many town meetings get only 2% turnout of registered voters. Please try to attend when you can.

In addition, all issues on the Warrant at Town Meeting are previously discussed and voted on at various Committee meetings throughout the year. All meetings are open to the public. This past year, most meetings were held via Zoom or other remote/on line method. This will continue until the present health emergency/covid pandemic is resolved. So if you are not able to attend the Town Meetings, you can address issues of concern to you at other meetings.

After the June Election and Town Meeting, we began preparing for the State Primary on September 1, the first time it had been held before Labor Day. Again there was a week of in-person early voting. However, this time the State sent out an absentee ballot application in the form of a postcard to every voter. They could just sign it and mail it back to us and we would then send the voter a ballot in the mail. This increased voting by mail considerably. Total turnout was 2,578 (43%). About one third voted early in person or by mail. Two-thirds came to the polls on Election Day. The weather was good and everything went well.

Then we immediately began to prepare for the November Presidential Election. The ruckus in the mass media about whether voting was safe and secure affected everyone. There was a great deal of anxiety around every aspect of running the election, including possible delays with mail delivery. We were able to get a ballot drop box delivered and installed in plenty of time so voters could drive up and safely deliver their ballot directly to the box placed just outside the town hall. We collected the ballots from the drop box frequently. We installed a light for safety at night and also had several other lights put up around the building since by November, several hours of voting would be after dark. We also had a sidewalk installed from the exit doors of the gym to the parking lot and more lights so it would be safe to exit the gym not only after dark, but if there was rain or snow. A shout-out to the DPW, Fire Department, Town Administrator and staff for all their help! And also a special thank you to the Millis Post Office for being so considerate and helpful during a very stressful time for them!

The November Election was a large event. There were 5,677 voters (85%). This was the total number we expected since it matched the turnout four years before at the previous Presidential Election. However, this time we could not have as many people voting in the gym at one time as we had done previously. The uproar during the election that aroused anxiety about whether voting was safe and secure, plus the continuing threat of the pandemic, encouraged many people to vote by mail or early in person. About half the voters chose one of those two methods for voting. Which left about 2500 to vote in person at the polls on Election Day. This was a manageable

number considering all the safety protocols we had in place. We had longer lines than before but no one had to wait more than fifteen minutes to vote. The weather was good so we could have the lines be outside for much of the day. The huge increase in voting early by mail and in-person created a large number of ballots that had to be processed before election day, but the processes we put in place worked and we were able to get enough people to help us so everything went fairly smoothly.

As we all know, the Election was not over on November 3rd although the voting was. In this office, the certified results were due to the Secretary of State's Office by November 17. Nationally, the uproar over the results went on for months. I can assure everyone in town that the election held here was safe and secure. Elections are run differently in each state, so the stories you may have seen on television or read on-line about what went on in other states, isn't necessarily what happened in Millis or other towns in Massachusetts. I am always willing to talk to residents about how elections are run at the local level, so feel free to call the office if you have any concerns or questions.

The Saturday immediately after the Presidential Election, November 7th, we held the Fall Town Meeting. This time it was held outside in the parking lot at the High School. The weather was good so everyone felt safe being together outside while masked and six feet apart. This was again a streamlined warrant and we were done in about an hour. Then we just had to do all the paperwork that is required after these events! But no more large social events until the next Town Election and Town Meeting in the Spring of 2021, which will be here before you know it!

In addition to thanking all the Millis voters who chose to brave the pandemic and vote by mail or in person or attend a town meeting, I also want to give a heartfelt thank you to all the wonderful people who helped out as election workers, including my great staff in the Town Clerk's Office: Kathi Smith and Sue Vara. Also all the other people who work in the Veteran's Memorial Building who were willing to have their work days disrupted by large events during a scary pandemic. A special thank you to the Board of Health for helping us run safe events and providing thoughtful advice. And to the Town Administrator's Office for helping at all hours and giving advice on many topics.

So Thank You to all the wonderful, kind, thoughtful people who helped us run six amazing events (four elections and two town meetings). We could not have put on so many safe and well attended events without the help of all of you.

Presidential Election years often see an uptick in registered voters. This year was no exception with an increase of 551. Now that you are all used to voting, please don't give it up! Elections are held more than once every four years! In particular, your local government needs your input. More discussion of local issues and airing of differing views can always help. Please consider participating in your local government in some capacity, whether elected, appointed, or volunteer. We need you!

Please let us know if you have any suggestions for ways we can improve our town meetings, elections and other services. Also, if you have any old Millis photos or other historic memorabilia, please consider donating them to us. Or let us borrow photos so we can make copies of them. We will keep them safe for future generations to enjoy.

I would also be interested in talking to anyone who has stories they would like to share about the old days in Millis. I will write them down and pass them along. Or you can write them down and send them to me. Believe it or not, it won't be long before this amazing year of 2020 is the "old days"!

Thank you for reading.

TOWN of MILLIS STATISTICS:

	Statistics for 2020	(+/- since 2019)
Population	8,851	(+ 167)
Senior citizens (60+)	2,480	(+ 136)
Residents (19-59)	4,799	(+ 34)
School age children (6-18)	1,239	(+ 73)
Pre-school age children (0-5)	333	(- 76)
Veterans	378	(- 15)
Registered Voters	6,714	(+ 551)
Unenrolled	4,186	(+ 398)
Democrat	1,621	(+ 119)
Republican	886	(+ 36)
Libertarian	21	(- 2)
Births	61	(- 19)
Marriages	31	(+ 3)
Deaths	65	(- 6)
Licenses issued: Dogs	931	(- 88)
Business Licenses	43	(- 36)

Submitted by

Lisa Jane Hardin , Millis Town Clerk

lhardin@millisma.gov, 508-376-7046, 900 Main Street, Millis, MA 02054

Note: The Town of Millis Management Letter and Annual Financial Statements for the Year ended June 30, 2020 are available in the Office of the Town Clerk.

TALLY SHEET - TOWN OF MILLIS				
PRESIDENTIAL PRIMARY - March 3, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
REPUBLICAN PRIMARY				
PRESIDENT				
William F. Weld	22	20	34	76
Joe Walsh	1	2	1	4
Donald J. Trump	157	185	165	507
Roque "Rocky" de la Fuente	0	1	0	1
No Preference	5	7	6	18
Write-ins	1	1	3	5
Blanks	2	3	0	5
STATE COMMITTEE MAN				
Earl H. Sholley	41	75	74	190
Shawn C. Dooley	132	132	127	391
Write-ins	0	1	0	1
Blanks	15	11	8	34
STATE COMMITTEE WOMAN				
Patricia S. Saint Aubin	94	126	126	346
Catherine S. Roman	70	78	72	220
Write-ins	0	0	0	0
Blanks	24	15	11	50
REPUBLICAN TOWN COMMITTEE (35)				
Write-ins	2	7	3	12
Blanks	6578	7658	7312	21548
Total Republican Ballots Cast:				
	188	219	209	616

PRESIDENTIAL PRIMARY - March 3, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
DEMOCRATIC PRIMARY				
PRESIDENT				
Deval Patrick	2	6	2	10
Amy Klobuchar	13	16	17	46
Elizabeth Warren	138	113	142	393
Michael Bennet	0	0	1	1
Michael R. Bloomberg	86	85	110	281
Tulsi Gabbard	13	10	4	27
Cory Booker	0	1	1	2
Julian Castro	0	0	0	0
Tom Steyer	10	7	4	21
Bernie Sanders	188	144	162	494
Joseph R. Biden	234	246	249	729
John K. Delaney	0	0	0	0
Andrew Yang	1	0	0	1
Pete Buttigieg	38	37	40	115
Marianne Williamson	0	0	0	0
No Preference	0	4	3	7
Write-ins	2	2	1	5
Blanks	3	1	1	5
STATE COMMITTEE MAN				
Bill Bowles	405	341	361	1107
Stephen Garone	156	158	171	485
Write-ins	1	4	0	5
Blanks	166	169	205	540
STATE COMMITTEE WOMAN				
Ellen L. Parker	543	489	534	1566
Write-ins	0	1	0	1
Blanks	185	182	203	570

PRESIDENTIAL PRIMARY - March 3, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
LIBERTARIAN PRIMARY				
PRESIDENT				
Arvin Vohra	0	1	0	1
Vermin Love Supreme	1	0	1	2
Jacob George Hornberger	0	0	0	0
Samuel Joseph Robb	0	0	0	0
Dan Taxation Is Theft Behrma	0	0	0	0
Kimberly Margaret Ruff	0	0	0	0
Kenneth Reed Armstrong	0	1	0	1
Adam Kokesh	0	0	0	0
Jo Jorgensen	0	0	0	0
Max Abramson	0	0	0	0
No Preference	2	1	3	6
Write-ins	2	1	3	6
Blanks	1	1	0	2
STATE COMMITTEE MAN				
Peter Everett	4	3	6	13
Write-ins	0	0	0	0
Blanks	2	2	1	5
STATE COMMITTEE WOMAN				
Cristina Crawford	2	3	6	11
Write-ins	0	0	0	0
Blanks	4	2	1	7
LIBERTARIAN TOWN COMMITTEE (10)				
Write-ins	0	0	0	0
Blanks	60	50	70	180
Total Libertarian Ballots:	6	5	7	18

PRESIDENTIAL PRIMARY - March 3, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
GREEN-RAINBOW PRIMARY				
PRESIDENT				
Dario Hunter	0	0	0	0
Sedinam K, C. M. Curry	0	0	1	1
Kent Mesplay	0	0	0	0
Howard Hawkins	0	0	0	0
No Preference	0	0	0	0
Write-ins	0	1	0	1
Blanks	0	0	0	0
STATE COMMITTEE MAN				
Write-ins	0	0	0	0
Blanks	0	1	1	2
STATE COMMITTEE WOMAN				
Write-ins	0	0	0	0
Blanks	0	1	1	2
GREEN-RAINBOW TOWN COMMITTEE (10)				
Write-ins	0	0	0	0
Blanks	0	10	10	20
Total Green-Rainbow Ballots:	0	1	1	2
	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
Total Ballots Cast:	922	897	954	2773
Turnout: 2,773 (44 % of 6,248 registered voters)				
Total Registered Voters: 6,248 (Democrats 1,521, Republicans 835, Libertarian 21, Green-Rainbow 4, United Independent 29, Unenrolled 3838)				

TOWN ELECTION - June 22, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
MODERATOR (1 yr)				
Donna Cabibbo	392	342	381	1115
Scattering	6	3	1	10
Blanks	74	63	65	202
TOWN CLERK (3 yr)				
Lisa Jane Hardin	254	263	248	765
Nicole MacDougall Riley	207	138	190	535
Scattering	0	0	0	0
Blanks	11	7	9	27
SELECTMAN (3 yr)				
Bohda B. Raut Chhetry	195	160	150	505
Erin T. Underhill	257	234	277	768
Scattering	0	0	2	2
Blanks	20	14	18	52
SCHOOL COMMITTEE (3 yr) Vote for Two				
Denise D. Gibbons	383	321	370	1074
Kerriann Roche	388	319	375	1082
Scattering	3	3	2	8
Blanks	170	173	147	490
BOARD of HEALTH (3 yr)				
Jaikaur LeBlanc	245	198	247	690
Carol Hayes	186	166	162	514
Scattering	0	0	0	0
Blanks	41	44	38	123
LIBRARY TRUSTEE (3 yr)				
Jennifer White Farrar	407	341	387	1135
Scattering	2	2	3	7
Blanks	63	65	57	185

TEXT of June 22, 2020 TOWN ELECTION BALLOT QUESTION #1

Shall the Town vote, pursuant to the approval of Article 7 of the November 4, 2019 Fall Annual Town meeting, to amend its Home Rule Charter as follows:

(A.) To amend Article III of the Millis Home Rule Charter, Executive Branch by deleting Section III-1 and Section III-2 and by substituting therefore the following:

Section III-1 Select Board: Composition

The executive power of the town shall be vested in the select board consisting of three members; each elected by vote of the registered voters of the town for a three-year term. The terms shall be so arranged that the term of one member expires each year.

Section III-2: Select Board: Powers, Duties

The select board shall have the power to enact rules and regulations establishing town policies, not otherwise governed by by-law, by this Charter, or by statute, provided, however, that whenever an appropriation may be necessary to implement such action, the vote of the select board shall only be effective if such appropriation is made by the town meeting as provided in Article II. The select board shall have and possess all other powers it is possible for the select board to hold under the general laws of the Commonwealth which are not specifically assigned to some other person or agency under this Charter or by special act of the legislature. It is the intention of this section that the select board shall control the direction of town affairs by establishing policies and by making recommendations to the town meeting for action required to be taken by that body.

(B.) To amend Article III of the Millis Home Rule Charter by substituting the term "Select Board" for the terms "Board of Selectmen" or "selectmen" each time either term appears in Sections III-3, III-4, and III-5.

(C.) To amend Articles II and V of the Millis Home Rule Charter by substituting the term "select board" for the terms "board of selectmen" or "selectmen" each time either term appears in said Articles.

(D.) To amend Article II of the Millis Home Rule Charter by substituting the term "the moderator" for the term "he" in the third sentence of Section II-7.

Yes

No

TALLY SHEET - TOWN of MILLIS				
STATE PRIMARY - September 1, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
DEMOCRATIC PRIMARY				
Senator In Congress				
Edward J. Markey	375	331	391	1097
Joseph P. Kennedy, III	357	336	351	1044
Scattering	0	1	0	1
Blanks	0	2	2	4
Rep. In Congress (Fourth District)				
Jake Auchincloss	170	151	152	473
David Franklin Cavell	22	10	8	40
Becky Grossman	161	130	159	450
Alan A. Khazei	83	64	70	217
Ihssane Leckey	68	70	62	200
Natalia Linos	63	83	84	230
Jesse R. Mermell	83	65	111	259
Benjamin R. Sigel	3	9	13	25
Christopher Z. Zannetos	27	31	30	88
Scattering	2	2	0	4
Blanks	50	55	55	160
Councillor (2nd District)				
Robert L. Jubinville	567	514	559	1640
Scattering	2	1	1	4
Blanks	163	155	184	502
Senator in General Court (Norfolk, Bristol & Middlesex District)				
Rebecca L. Rausch	586	534	584	1704
Scattering	3	5	1	9
Blanks	143	131	159	433
Rep. In General Court (Ninth Norfolk District)				
Hunter H. Cohen	275	////////////////////////////////////	(1)	275
Brian P. Hamlin	326	////////////////////////////////////	(1)	326
Scattering	1	////////////////////////////////////	(1)	1
Blanks	130	////////////////////////////////////	(1)	130

STATE PRIMARY - September 1, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
DEMOCRATIC PRIMARY (continued)				
Rep. In General Court (Fifth Middlesex District)				
David Paul Linsky	////////////////	463	513	(2&3) 976
Jaymin A. Patel	////////////////	132	144	(2&3) 276
Scattering	////////////////	1	0	(2&3) 1
Blanks	////////////////	74	87	(2&3) 161
Register of Probate (Norfolk County)				
Colleen Marie Brierley	223	170	181	574
Noel T. DiBona	65	54	55	174
Kathryn E. Hubley	111	83	119	313
Courtney M. Madden	32	41	37	110
Michael F. Walsh	199	205	204	608
Scattering	0	0	0	0
Blanks	102	117	148	367
County Commissioner (Norfolk County) (vote for two)				
Joseph P. Shea	354	309	346	1009
Dennis J. Guilfoyle	189	210	225	624
Charles B. Ryan	139	104	119	362
Richard R. Staiti	159	162	200	521
Scattering	3	1	1	5
Scattering	0	0	1	1
Blanks	620	554	596	1770
County Treasurer (Norfolk County)				
Michael G. Bellotti	443	363	378	1184
Brad L. Croall	184	199	230	613
Scattering	1	1	0	2
Blanks	104	107	136	347
Sheriff (Vacancy - Norfolk County)				
James F. Coughlin	275	253	248	776
Patrick W. McDermott	186	165	186	537
William J. Phelan	156	141	181	478
Scattering	2	2	1	5
Blanks	113	109	128	350
Total Democratic Ballots:				
	732	670	744	2146

STATE PRIMARY - September 1, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
REPUBLICAN PRIMARY				
Senator In Congress				
Shiva Ayyadurai	70	65	54	189
Kevin J. O'Connor	109	165	131	405
Scattering	0	2	0	2
Blanks	4	0	1	5
Rep. In Congress (Fourth District)				
Julie A. Hall	121	140	107	368
David Rosa	52	74	73	199
Scattering	0	0	0	0
Blanks	10	18	6	34
Councillor (Second District)				
Scattering	9	22	11	42
Blanks	169	210	175	554
Senator in General Court (Norfolk, Bristol & Middlesex District)				
Matthew T. Kelly	156	193	155	504
Scattering	0	1	1	2
Blanks	27	38	30	95
Rep. In General Court (Ninth Norfolk District)				
Shawn C. Dooley	165	////////////////////////////////////	(1)	165
Scattering	0	////////////////////////////////////	(1)	0
Blanks	18	////////////////////////////////////	(1)	18
Rep. In General Court (Fifth Middlesex District)				
Scattering	////////////////////////////////////	23	17	(2&3) 40
Blanks	////////////////////////////////////	209	169	(2&3) 378
Register of Probate (Norfolk County)				
Scattering	11	19	13	43
Blanks	172	213	173	558
County Commissioner (Norfolk County) (vote for two)				
Scattering	7	13	6	26
Scattering	3	2	0	5
Blanks	356	449	366	1171

STATE PRIMARY - September 1, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
REPUBLICAN PRIMARY (continued)				
County Treasurer (Norfolk County)				
Scattering	12	18	9	39
Blanks	171	214	177	562
Sheriff				
Jerry P. McDermott	152	195	148	495
Scattering	1	0	1	2
Blanks	30	37	37	104
Total Republican Ballots:				
	183	232	186	601
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
GREEN-RAINBOW PRIMARY				
Senator In Congress				
Scattering	0	1	1	2
Blanks	0	1	0	1
Rep. In Congress (Fourth District)				
Scattering	0	1	1	2
Blanks	0	1	0	1
Councillor (Second District)				
Scattering	0	0	0	0
Blanks	0	2	1	3
Senator in General Court (Norfolk, Bristol & Middlesex District)				
Scattering	0	0	0	0
Blanks	0	2	1	3
Rep. In General Court (Ninth Norfolk District)				
Scattering	0	////////////////////////////////////	(1)	0
Blanks	0	////////////////////////////////////	(1)	0
Rep. In General Court (Fifth Middlesex District)				
Scattering	////////////////////////////////////	0	0	(2&3) 0
Blanks	////////////////////////////////////	2	1	(2&3) 3

STATE PRIMARY - September 1, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
GREEN-RAINBOW PRIMARY (continued)				
Register of Probate (Norfolk County)				
Scattering	0	0	1	1
Blanks	0	2	0	2
County Commissioner (Norfolk County) (vote for two)				
Scattering	0	0	1	1
Scattering	0	0	1	1
Blanks	0	4	0	4
County Treasurer (Norfolk County)				
Scattering	0	0	0	0
Blanks	0	2	1	3
Sheriff				
Scattering	0	0	0	0
Blanks	0	2	1	3
Total Green-Rainbow Ballots:	0	2	1	3
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
LIBERTARIAN PRIMARY				
Senator In Congress				
Scattering	2	2	4	8
Blanks	0	0	0	0
Rep. In Congress (Fourth District)				
Scattering	1	2	3	6
Blanks	1	0	1	2
Councillor (Second District)				
Scattering	1	0	1	2
Blanks	1	2	3	6
Senator in General Court (Norfolk, Bristol & Middlesex District)				
Scattering	1	1	2	4
Blanks	1	1	2	4

STATE PRIMARY - September 1, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
LIBERTARIAN PRIMARY (continued)				
Rep. In General Court (Ninth Norfolk District)				
Scattering	1	////////////////////	////////////////////	(1) 1
Blanks	1	////////////////////	////////////////////	(1) 1
Rep. In General Court (Fifth Middlesex District)				
Scattering	////////////////////	1	0	(2&3) 1
Blanks	////////////////////	1	4	(2&3) 5
Register of Probate (Norfolk County)				
Scattering	1	0	1	2
Blanks	1	2	3	6
County Commissioner (Norfolk County) (vote for two)				
Scattering	1	0	2	3
Scattering	1	0	0	1
Blanks	2	4	6	12
County Treasurer (Norfolk County)				
Scattering	1	0	1	2
Blanks	1	2	3	6
Sheriff				
Scattering	1	1	3	5
Blanks	1	1	1	3
Total Libertarian Ballots:				
	2	2	4	8
	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
Total Democratic Ballots:	732	670	744	2146
Total Republican Ballots:	183	232	186	601
Total Green-Rainbow Ballots:	0	2	1	3
Total Libertarian Ballots:	2	2	4	8
	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
Total Ballots: 2758	917	906	935	2758
Turnout %: 42.5 %				
Total Registered Voters: 6484 (Democrats 1576, Republicans 861, Libertarian 19, Green Rainbow 5, Unenrolled 3975, Other 48)				

TALLY SHEET - TOWN of MILLIS				
STATE ELECTION - November 3, 2020				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
PRESIDENT & VP				
Biden & Harris (Dem.)	1161	1109	1232	3502
Hawkins & Walker (G-R)	9	11	13	33
Jorgensen & Cohen (Lib.)	20	42	19	81
Trump & Pence (Rep.)	631	661	709	2001
All others	9	9	4	22
Blanks	4	19	15	38
Senator In Congress				
Edward J. Markey (Dem.)	1137	1035	1140	3312
Kevin J. O'Connor (Rep.)	676	741	797	2214
Write-in: Dr. Shiva	10	8	14	32
All others	0	2	1	3
Blanks	11	65	40	116
Rep. In Congress (Fourth District)				
Jake Auchincloss (D)	1060	982	1089	3131
Julie A. Hall (R)	709	748	810	2267
All others	2	4	2	8
Blanks	63	117	91	271
Councillor (2nd District)				
Robert L. Jubinville (D)	1313	1270	1375	3958
All others	1	1	2	4
Blanks	520	580	615	1715
Senator in General Court (Norfolk, Bristol & Middlesex District)				
Rebecca L. Rausch (D)	1020	943	1065	3028
Matthew T. Kelly (R)	740	800	834	2374
All others	0	0	0	0
Blanks	74	108	93	275
Rep. In General Court (Ninth Norfolk District)				
Shawn C. Dooley (R)	915	////////////////////////////////////	(1)	915
Brian P. Hamlin (D)	828	////////////////////////////////////	(1)	828
All others	0	////////////////////////////////////	(1)	0
Blanks	91	////////////////////////////////////	(1)	91
Rep. In General Court (Fifth Middlesex District)				
David Paul Linsky (D)	////////////////////////////////////	1317	1414	(2&3) 2731
All others	////////////////////////////////////	4	1	(2&3) 5
Blanks	////////////////////////////////////	530	577	(2&3) 1107

STATE ELECTION - November 3, 2020					
CANDIDATES		PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
Register of Probate (Norfolk County)					
Colleen Marie Brierley	(D)	1333	1282	1398	4013
All others		0	0	0	0
Blanks		501	569	594	1664
County Commissioner (Norfolk County) (vote for two)					
Joseph P. Shea	(D)	1025	931	1074	3030
Richard R. Staiti	(D)	472	460	563	1495
Heather Hamilton	(U)	524	565	566	1655
All others		0	0	0	0
All others		0	0	0	0
Blanks		1647	1746	1781	5174
County Treasurer (Norfolk County)					
Michael G. Bellotti	(D)	1332	1274	1393	3999
All others		0	1	0	1
Blanks		502	576	599	1677
Sheriff (To Fill Vacancy - Norfolk County)					
Jerry P. McDermott	(R)	808	863	902	2573
Patrick W. McDermott	(D)	921	842	947	2710
All others		0	0	0	0
Blanks		105	146	143	394
QUESTION #1: Auto Mechanical Data					
YES		1261	1275	1385	3921
NO		543	512	552	1607
Blanks		30	64	55	149
QUESTION #2: Ranked Choice Voting					
YES		703	702	728	2133
NO		1087	1076	1209	3372
Blanks		44	73	55	172
		PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
Total Ballots Cast:		1834	1851	1992	5677
Total Ballots: 5677					
Turnout %: 84.6 % of registered voters					
Total Registered Voters: 6714 (Democrat 1621, Republican 886, Libertarian 21, Green Rainbow 5, Unenrolled 4130, Other Political Designations 51)					

TEXT of NOVEMBER 3, 2020 STATE ELECTION QUESTIONS

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 5, 2020?

SUMMARY

This proposed law would require that motor vehicle owners and independent repair facilities be provided with expanded access to mechanical data related to vehicle maintenance and repair.

Starting with model year 2022, the proposed law would require manufacturers of motor vehicles sold in Massachusetts to equip any such vehicles that use telematics systems — systems that collect and wirelessly transmit mechanical data to a remote server — with a standardized open access data platform. Owners of motor vehicles with telematics systems would get access to mechanical data through a mobile device application. With vehicle owner authorization, independent repair facilities (those not affiliated with a manufacturer) and independent dealerships would be able to retrieve mechanical data from, and send commands to, the vehicle for repair, maintenance, and diagnostic testing.

Under the proposed law, manufacturers would not be allowed to require authorization before owners or repair facilities could access mechanical data stored in a motor vehicle's on-board diagnostic system, except through an authorization process standardized across all makes and models and administered by an entity unaffiliated with the manufacturer.

The proposed law would require the Attorney General to prepare a notice for prospective motor vehicle owners and lessees explaining telematics systems and the proposed law's requirements concerning access to the vehicle's mechanical data. Under the proposed law, dealers would have to provide prospective owners with, and prospective owners would have to acknowledge receipt of, the notice before buying or leasing a vehicle. Failure to comply with these notice requirements would subject motor vehicle dealers to sanctions by the applicable licensing authority.

Motor vehicle owners and independent repair facilities could enforce this law through state consumer protection laws and recover civil penalties of the greater of treble damages or \$10,000 per violation.

A YES VOTE would provide motor vehicle owners and independent repair facilities with expanded access to wirelessly transmitted mechanical data related to their vehicles' maintenance and repair.

A NO VOTE would make no change in the law governing access to vehicles' wirelessly transmitted mechanical data.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 5, 2020?

SUMMARY

This proposed law would implement a voting system known as “ranked-choice voting,” in which voters rank one or more candidates by order of preference. Ranked-choice voting would be used in primary and general elections for all Massachusetts statewide offices, state legislative offices, federal congressional offices, and certain other offices beginning in 2022. Ranked-choice voting would not be used in elections for president, county commissioner, or regional district school committee member.

Under the proposed law, votes would be counted in a series of rounds. In the first round, if one candidate received more than 50 percent of the first-place votes, that candidate would be declared the winner and no other rounds would be necessary. If no candidate received more than 50 percent of the first-place votes, then the candidate or candidates who received the fewest first-place votes would be eliminated and, in the next round, each vote for an eliminated candidate would instead be counted toward the next highest-ranked candidate on that voter’s ballot. Depending on the number of candidates, additional rounds of counting could occur, with the last-place candidate or candidates in each round being eliminated and the votes for an eliminated candidate going to the voter’s next choice out of the remaining candidates. A tie for last place in any round would be broken by comparing the tied candidates’ support in earlier rounds. Ultimately, the candidate who was, out of the remaining candidates, the preference of a majority of voters would be declared the winner.

Ranked-choice voting would be used only in races where a single candidate is to be declared the winner and not in races where more than one person is to be elected.

Under the proposed law, if no candidate received more than 50 percent of first-place votes in the first round, the rounds of ballot-counting necessary for ranked-choice voting would be conducted at a central tabulation facility. At the facility, voters’ rankings would be entered into a computer, which would then be used to calculate the results of each round of the counting process. The proposed law provides that candidates in a statewide or district election would have at least three days to request a recount.

The Secretary of State would be required to issue regulations to implement the proposed law and conduct a voter education campaign about the ranked-choice voting process. The proposed law would take effect on January 1, 2022.

A YES VOTE would create a system of ranked-choice voting in which voters would have the option to rank candidates in order of preference and votes would be counted in rounds, eliminating candidates with the lowest votes until one candidate has received a majority.

A NO VOTE would make no change in the laws governing voting and how votes are counted.

SPRING 2020 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY20 Additional Wages and Expenses
3. FY21 Operating Budget
4. Sewer Enterprise Fund
5. Water Enterprise Fund
6. Stormwater Enterprise Fund
7. Consent Agenda
 - Amendments to the Personnel Plan
 - Board of Health Appointing Authority
 - Revolving Funds
 - Community Preservation Fund
8. Independent Annual Audit
9. Capital Items
10. New Computers Lease
11. Reallocation of DPW Capital Project Expenses
12. Ratify Water Infrastructure Maintenance Contract
13. Community Preservation Historic Resource Reserve Fund
14. Community Preservation Memorial Field Improvements Project
15. Board of Assessors – FY21 Personal Property Interim Year Inspections
16. Medicare/Medicaid Reimbursement Services
17. Unemployment Insurance Fund

TOWN OF MILLIS
SPRING ANNUAL TOWN MEETING
MONDAY, JUNE 29, 2020

The Spring Annual Business Meeting of the Town of Millis was held on Monday, June 29, 2020 in the Gymnasium of the Millis Middle/High School and was called to order by the new Moderator, Donna Cabibbo, at 7:40 p.m. (The change in location from the usual Auditorium was due to the social distancing and other public health measures required under the current Covid 19 pandemic situation.)

The Town Warrant calling this business meeting was signed on June 1, 2020 by the Select Board Loring Barnes Edmonds, James J. McCaffrey, and Peter C. Jurmain and was posted on June 8, 2020, by Helen R. Kubaeki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors:	Christine McCaffrey	Sarah Kerns
	Bonnie Hilton	Samuel Lang
	Anne McManus	Emma Barry
	Enid Stepner	Ella Borst

Tellers/Constable appointed and sworn in for the meeting:	Christine McCaffrey	Enid Stepner
	Bonnie Hilton	Nathan Maltinsky (Constable)
	Anne McManus	Scott Fuzy

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag.

The Moderator then made opening remarks concerning the seventeen business articles to be acted upon this evening. Officials elected and appointed to various Boards and Committees, the Town Administrator, and the Superintendent of Schools prepare article requests. These articles are presented to the Finance Committee which hears all the information. The Finance Committee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at Town Meeting itself. Town Meeting members present tonight will make the final decision on these budgets and articles.

Ms. Cabibbo introduced Town Officials present that help to prepare the Warrant: Select Board (James J. McCaffrey, Peter C. Jurmain and Erin T. Underhill), Town Administrator Mike Guzinski, Town Counsel Jay Talerman, Town Clerk Lisa Jane Hardin and Assistant Town Clerk Kathleen Smith.

The Moderator then gave a brief description of the protocol that the Finance Committee review all articles and budget proposals and present their recommendations for the Town Meeting audience. She also stated her role as Moderator as an independent, elected official who presides over the Town Meeting to insure a fair, orderly, and open consideration of Warrant Articles.

The Town Meeting members' responsibilities include considering articles and debating them. A Finance Committee member will make the initial motion which will be seconded. This person will be recognized to present the rationale for acceptance or defeat of the article under consideration. The Moderator will then open the subject for discussion. All commentary must be directed through the Moderator.

These are some of the issues your Finance Committee, Town Administrator, and Select Board are trying to resolve on a regular basis. The Finance Committee attempts to balance all concerns of the Town and make appropriate recommendations. However, the final decisions will be made tonight by Town meeting members,

Motion was made by Jodie Garzon, Chair of the Finance Committee and seconded that the reading of the warrant and return of service thereof be omitted and it was voted. Motion was made by Jodie Garzon and seconded that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter and it was voted. Ms. Garzon introduced the Finance Committee members: Peter Berube, Vice Chair, Doug Riley, Clerk, Joyce Boiardi, Jim Borgman, Cathy MacInnes, Shawn Power, Craig Schultze and Katie Tieu.

ARTICLE 1. To see if the Town will vote to transfer from Free Cash the sum of **\$901.70**, and transfer from the Sewer Enterprise Reserves the sum of **\$154.62** to pay the following **unpaid bills** incurred by Town departments from the previous fiscal year(s) or take any other action in relation thereto.
(Submitted by Select Board)

DPW General Fund	\$204.48	Millis Police Detail
DPW General Fund	\$223.60	Millis Police Detail
DPW General Fund	\$473.62	Town of Millis
DPW Sewer Enterprise	\$154.62	Power Up Generator

VOTED UNANIMOUSLY (4/5 Vote Required) that the town transfer from Free Cash the sum of **\$901.70**, and transfer from the Sewer Enterprise Reserves the sum of **\$154.62** to pay the following **unpaid bills** incurred by Town departments from the previous fiscal year:

DPW General Fund	\$204.48	Millis Police Detail
DPW General Fund	\$223.60	Millis Police Detail
DPW General Fund	\$473.62	Town of Millis
DPW Sewer Enterprise	\$154.62	Power Up Generator

ARTICLE 2. To see if the Town will vote to transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for additional wages or expenses not sufficiently funded under Article 4, Operating Budget, or the May 13, 2019 Annual Town Meeting, or take any other action in relation thereto.
(Submitted by Select Board)

Discussion that there was no need for this Article to be funded at this time.

VOTED UNANIMOUSLY (Majority Vote Required) to dismiss Article 2.

ARTICLE 3. To see if the Town will vote to fix the compensation of elected officers, provide for a reserve fund, and to raise and appropriate, including appropriations from taxation, by transfer from available funds, the sum of **\$35,183,151** to defray charges and expenses to the Town, including debt and interest, and a reserve fund, for the General Fund, for the fiscal year beginning July 1, 2020 as outlined in Table 2 of the Finance Committee Report with the following revenue sources, or take any other action in relation thereto. (Submitted by Select Board)
(See Operating Budget for FY21 attached at end of these minutes)

Taxation	\$34,081,541
Ambulance Fund	\$ 286,438
Perpetual Care Interest	\$ 332
Sale of Cemetery Lots	\$ 7,070
Cell Tower Revenue	\$ 54,136
Bond Premium Release	\$ 139,464

And to Authorize the following transfers:

Sewer Fund Indirect Costs to General Fund	\$213,749
Water Fund Indirect Costs to General Fund	\$261,248
Stormwater Fund Indirect Costs to General Fund	\$139,173

Discussion followed by Robert Cantoreggi requesting \$60,000 for tree removal. As the Tree Warden he needs money to remove dead trees. Mr. Cantoreggi made a motion and was seconded to take \$60,000 from the Stabilization Fund. Select Board Chair Mr. McCaffrey explained that this is a tight budget and asking for the money in November would be a better option. A 2/3 Vote is required for this action and the motion did not carry.

[Back to original motion.]

VOTED UNANIMOUSLY (Majority Vote Required) that the Town fix the compensation of elected officers, provide for a reserve fund, and to raise and appropriate, including appropriations from taxation, by transfer from available funds, the sum of **\$35,183,151** to defray charges and expenses to the Town, including debt and interest, and a reserve fund, for the General Fund, for the fiscal year beginning July 1, 2020 as outlined in Table 2 of the Finance Committee Report with the following revenue sources:

Taxation	\$34,081,541
Ambulance Fund	\$ 286,438
Perpetual Care Interest	\$ 332
Sale of Cemetery Lots	\$ 7,070
Cell Tower Revenue	\$ 54,136
Bond Premium Release	\$ 139,464

And to Authorize the following transfers:

Sewer Fund Indirect Costs to General Fund	\$213,749
Water Fund Indirect Costs to General Fund	\$261,248
Stormwater Fund Indirect Costs to General Fund	\$139,173

ARTICLE 4. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to **operate the sewer enterprise fund beginning July 1, 2020**, including a reserve fund, or take any other action in relation thereto. (Submitted by Select Board)
(see Sewer Enterprise Fund Report attached at end of these Minutes)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town raise and appropriate from Sewer Department Receipts, the following sums to **operate the sewer enterprise fund beginning July 1, 2020**:

Salaries/Wages	\$266,150
<u>Expenses</u>	<u>\$1,154,095</u>
Total	\$1,420,245

ARTICLE 5. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to **operate the water enterprise fund beginning July 1, 2020**, including a reserve fund, or take any other action in relation thereto. (Submitted by Select Board)
(see Water Enterprise Fund Report attached at end of these Minutes)

Discussion from Stan Yablonski at Glen Ellen Boulevard recommending that the figures being read be put into the mailer that the residents receive. He could not see the numbers being discussed, very concerning and frustrating.

VOTED UNANIMOUSLY (Majority Vote Required) that the Town raise and appropriate from Water Department Receipts, the following sums to **operate the water enterprise fund beginning July 1, 2020**:

Salaries/Wages	\$386,178
<u>Expenses</u>	<u>\$1,302,763</u>
Total	\$1,688,941

ARTICLE 6. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to **operate the stormwater enterprise fund beginning July 1, 2020**, including a reserve fund, or take any other action in relation thereto. (Submitted by Select Board)
(see Stormwater Enterprise Fund Report attached at end of these Minutes)

Discussion from James Angelo, Lavender Road asking what the money is being used for. Mr. McKay, Director of the D.P.W. explained it was for cleaning catch basins, repairs to culverts, etc.

VOTED UNANIMOUSLY (Majority Vote Required) that the Town raise and appropriate from Stormwater Department Receipts, the following sums to **operate the stormwater enterprise fund beginning July 1, 2020**:

Salaries/Wages	\$175,656
<u>Expenses</u>	<u>\$382,214</u>
Total	\$557,870

ARTICLE 7. To see if the Town will vote the following consent articles:

1. To see if the Town will vote to adopt **amendments to Schedule A-Salary Plan of the Town of Millis Personnel Plan** effective July 1, 2020, as shown in the FY21 Finance Committee Report, or take any other action in relation thereto.
(Submitted by Select Board)
(see Personnel Plan Schedule A attached at end of these minutes)
2. To see if the Town will vote in accordance with M.G.L., Chapter 41, §4A, and Chapter 268A, to authorize the **Board of Health to appoint any of its members to another town office or position for which it has appointing authority**, for the term provided by law, if any, otherwise for a term not exceeding one year, and fix the salary of such appointee, notwithstanding the provision of M.G.L. Chapter 41, §108, or act in any manner in relation thereto.
(Submitted by Board of Health)
3. To see if the Town will vote pursuant to the provisions of M.G.L. Chapter 44, §53E½, to establish the following fiscal year spending limits for the Town’s established revolving funds for Fiscal Year 2021 or take any other action in relation thereto.
(Submitted by Select Board)

AUTHORIZED REVOLVING FUNDS	FISCAL YEAR EXP. LIMIT
Oak Grove Farm Maintenance Fund	\$ 35,000.00
Animal Control Shelter Fund	\$ 3,000.00
Fire Alarm Fund	\$ 10,000.00
Historical Commission Fund	\$ 12,000.00
Ambulance Department Fund	\$ 20,000.00
Council on Aging Transportation Fund	\$ 5,000.00
VMB Custodial/Maintenance Fund	\$ 6,000.00
School Food Service Fund	\$ 360,000.00
School Transportation Fund	\$ 500,000.00
Stormwater Management Fund	\$ 10,000.00
BOH Medical Servs./Vaccination Fund	\$ 20,000.00
BOH Rabies Clinic/Program Fund	\$ 2,500.00
School Athletic Fields Fund	\$ 35,000.00
School Extracurricular Fund	\$ 8,000.00
Library Special Use Fund	\$ 10,000.00
Recreation Fund	\$ 200,000.00
Tobacco Control Program	\$ 1,000.00

4. To see if the Town will vote to raise and appropriate a sum of money or reserve a sum of money from the **Community Preservation Fund**, for the Historic Resources Reserve, the Community Housing Reserve, the Open Space Reserve, or the Budgeted Reserve from annual revenues in the amounts recommended by the Community Preservation Committee for administrative expenses, community preservation projects and/or other expenses in fiscal year 2021, with each item to be considered a separate appropriation, or act in any manner in relation thereto. (Submitted by Community Preservation Committee)

Appropriations:

From 2021 estimated revenues for Committee Administrative Expenses \$ 10,746.00
 (To be divided equally: \$5,373.00 CPC Salary Account; \$5,373.00 CPC Expenses)
 From Undesignated Fund Balance for Long Term Debt- Principal \$ 25,000.00
 From Undesignated Fund Balance for Long Term Debt- Interest \$ 11,075.00

Reserves:

From FY2021 estimated revenues for Historic Resources Reserve \$21,492.00
 From FY2021 estimated revenues for Community Housing Reserve \$21,492.00
 From FY2021 estimated revenues for Open Space Reserve \$21,492.00
 From FY2021 estimated revenues for Budgeted Reserve \$80,000.00

VOTED UNANIMOUSLY (Majority Vote Required) that the town approve the following consent articles:

1. That the Town will adopt **amendments to Schedule A-Salary Plan of the Town of Millis Personnel Plan** effective July 1, 2020, as shown in the FY21 Finance Committee Report..
2. That the Town will, in accordance with M.G.L., Chapter 41, §4A, and Chapter 268A, authorize the **Board of Health to appoint any of its members to another town office or position for which it has appointing authority**, for the term provided by law, if any, otherwise for a term not exceeding one year, and fix the salary of such appointee, notwithstanding the provision of M.G.L. Chapter 41, §108,
3. That the Town will, pursuant to the provisions of M.G.L. Chapter 44, §53E½, establish the following fiscal year spending limits for the Town's established revolving funds for Fiscal year 2021:

AUTHORIZED REVOLVING FUNDS	FISCAL YEAR EXP. LIMIT
Oak Grove Farm Maintenance Fund	\$ 35,000.00
Animal Control Shelter Fund	\$ 3,000.00
Fire Alarm Fund	\$ 10,000.00
Historical Commission Fund	\$ 12,000.00

Ambulance Department Fund	\$ 20,000.00
Council on Aging Transportation Fund	\$ 5,000.00
VMB Custodial/Maintenance Fund	\$ 6,000.00
School Food Service Fund	\$ 360,000.00
School Transportation Fund	\$ 500,000.00
Stormwater Management Fund	\$ 10,000.00
BOH Medical Servs./Vaccination Fund	\$ 20,000.00
BOH Rabies Clinic/Program Fund	\$ 2,500.00
School Athletic Fields Fund	\$ 35,000.00
School Extracurricular Fund	\$ 8,000.00
Library Special Use Fund	\$ 10,000.00
Recreation Fund	\$ 200,000.00
Tobacco Control Program	\$ 1,000.00

4. That the Town will raise and appropriate a sum of money or reserve a sum of money from the **Community Preservation Fund**, for the Historic Resources Reserve, the Community Housing Reserve, the Open Space Reserve, or the Budgeted Reserve from annual revenues in the amounts recommended by the Community Preservation Committee for administrative expenses, community preservation projects and/or other expenses in fiscal year 2021, with each item to be considered a separate appropriation or act in any manner in relation thereto.

Appropriations:

From 2021 estimated revenues for Committee Administrative Expenses	\$10,746.00
(To be divided equally: \$5,373.00 CPC Salary Account; \$5,373.00 CPC Expenses)	
From Undesignated Fund Balance for Long Term Debt- Principal	\$25,000.00
From Undesignated Fund Balance for Long Term Debt- Interest	\$11,075.00

Reserves:

From FY2021 estimated revenues for Historic Resources Reserve	\$21,492.00
From FY2021 estimated revenues for Community Housing Reserve	\$21,492.00
From FY2021 estimated revenues for Open Space Reserve	\$21,492.00
From FY2021 estimated revenues for Budgeted Reserve	\$80,000.00

ARTICLE 8. To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money for **an independent audit** of all accounts of all departments of the Town, or take any other action in relation thereto. (Submitted by Select Board)

PASSED BY MAJORITY – ONE IN OPPOSITION (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$36,500** for **an independent audit** of all accounts of all departments of the Town.

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds, by transfer from the Stabilization Fund, or by borrowing the sum of **\$485,100 to fund the following capital items**, or take any other action in relation thereto.

(see *Capital Planning Committee Chart at end of these minutes*) (Submitted by Select Board)

Department	Capital Item	Amount
Schools	Committed Bus Leases	\$ 89,999
Schools	Committed Computer Leases	\$ 46,600
Police	Committed Police Cruiser Leases	\$ 31,913
Police	Crosswalk Signals (4)	\$ 40,000
Water EF	Drinking Water Risk/Resilience Assessment	\$ 40,000
Water EF	Water Tank(s) Assessment/Management Program	\$199,921
W/S EF	Radio Communication System for DPW Vehicles	\$ 36,667
Total		\$485,100

VOTED UNANIMOUSLY (Majority Vote Required) that the Town raise and appropriate the sum of \$40,000, transfer from Free Cash the sum of \$168,512, transfer from the Water Enterprise Fund the sum of \$258,254, and transfer from the Sewer Enterprise Fund the sum of \$18,334, for a total sum of **\$485,100** to fund the capital items as listed in the warrant.

Department	Capital Item	Amount
Schools	Committed Bus Leases	\$ 89,999
Schools	Committed Computer Leases	\$ 46,600
Police	Committed Police Cruiser Leases	\$ 31,913
Police	Crosswalk Signals (4)	\$ 40,000
Water EF	Drinking Water Risk/Resilience Assessment	\$ 40,000
Water EF	Water Tank(s) Assessment/Management Program	\$199,921
W/S EF	Radio Communication System for DPW Vehicles	<u>\$ 36,667</u>
Total		\$ 485,100

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer from available funds, or by transfer from the Stabilization fund, or by borrowing under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of **\$23,300** for new and previously approved lease/purchase(s) for **computers for the Millis Schools**, or take any other action in relation thereto.
(Submitted by School Committee)

Discussion regarding benefits of leasing verses buying. Marc Conroy, School Committee, spoke that leasing is cheaper than buying and computers change rapidly. Leasing would give the schools the ability to upgrade their computers more frequently.

VOTED UNANIMOUSLY (Majority Vote Required) that the Town vote to transfer from Free Cash the sum of **\$23,300** for the first year payment of a new lease for **computers for the Millis Schools**.

ARTICLE 11. To see if the Town will **appropriate unexpended money**, originally appropriated under (i) Article 9 of the warrant for the November 5, 2012 town meeting to finance DPW HVAC repairs, (ii) Article 24 of the warrant for the November 2, 2015 town meeting to finance DPW roof repairs, and (iii) Article 30 of the warrant for the May 9, 2016 town meeting to finance DPW garage repairs, **to instead pay a portion of the costs of the DPW facility construction, renovation, and remodeling project approved under Article 13 of the warrant at the May 13, 2019 town meeting**, including the payment of all costs incidental and related thereto, as permitted by Chapter 44, §20 of the General Laws; or take any other action relative thereto.

(Submitted by Select Board)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town appropriate **\$135,887.97** representing unexpended money appropriated under: (i) Article 9 of the warrant for the November 5, 2012 town meeting to finance DPW HVAC repairs, in the amount of \$6,943.85, (ii) Article 24 of the warrant for the November 2, 2015 town meeting to finance DPW roof repairs, in the amount of \$6,471.40, and (iii) Article 30 of the warrant for the May 9, 2016 town meeting to finance DPW garage repairs, in the amount of \$122,472.72 to instead pay a portion of the increased costs of the DPW facility construction, renovation, and remodeling project approved under Article 13 of the warrant at the May 13, 2019 town meeting, including the payment of all costs incidental and related thereto, as permitted by Chapter 44, §20 of the General Laws, so that the total amount appropriated to pay for such project is increased to \$4,035,887.97 from the original \$3,900,000 which was appropriated under said Article 13.

ARTICLE 12. To see if the Town will vote, in accordance with M.G.L. Ch. 40 §§62-69 to authorize the Select Board to **enter into a contract of up to twenty years for the purpose of inspecting, maintaining, repairing, modifying and providing asset management services for the Town's water tanks at Farm Street and Walnut Street** on terms and conditions the Board deems in the best interest of the Town, or take any action relative thereto.

(Submitted by Select Board)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town vote, in accordance with M.G.L. Ch. 40 §§62-69 to authorize the Select Board to **enter into a contract of up to twenty years for the purpose of inspecting, maintaining, repairing, modifying and providing asset management services for the Town's water tanks at Farm Street and Walnut Street** on terms and conditions the Board deems in the best interest of the Town.

ARTICLE 13. To see if the Town will vote to appropriate a sum of money from the Community Preservation Historic Resource Reserve Fund for the **Preservation & Rehabilitation of the Henry F. Walling Map**, or take any other action in relation thereto.

(Submitted by Community Preservation Committee)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town appropriate the sum of \$600 from the Community Preservation Historic Resource Reserve Fund for the **Preservation & Rehabilitation of the Henry F. Walling Map**.

ARTICLE 14. To see if the Town will vote to appropriate a sum of money from the Community Preservation Fund Open Space Reserve and/or the Community Preservation Fund Budgeted

Reserve and/or Undesignated Fund for the **Memorial Fields Improvements Project**, or take any other action in relation thereto. (Submitted by Community Preservation Committee)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town vote to appropriate the sum of **\$74,558.49** from the Community Preservation Fund Open Space Reserve for the **Memorial Fields Improvements Project**.

ARTICLE 15. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the stabilization fund, the sum of **\$15,600 for Fiscal Year 2021 Personal Property interim year inspections and Real Estate interim year revaluations**, or act in any manner relating thereto. (Submitted by Board of Assessors)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$15,600 for Fiscal Year 2021 Personal Property interim year inspections and Real Estate interim year revaluations**.

ARTICLE 16. To see if the Town will vote to raise and appropriate or transfer from available funds, or by transfer from the Stabilization fund, or by borrowing under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of money for **Medicare/Medicaid Reimbursement Services**, or take any other action in relation thereto. (Submitted by Select Board)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$5,000 for Medicare/Medicaid Reimbursement Services**.

ARTICLE 17. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of **\$75,000.00 for the Unemployment Insurance Fund**, or take any other action in relation thereto. (Submitted by Select Board)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town raise and appropriate the sum of \$13,566, and transfer from Free Cash the sum of \$61,434, for a total sum of **\$75,000.00 for the Unemployment Insurance Fund**.

Motion made by Jodi Garzon, Chair of the Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn the meeting sine die 9:25 pm, the business of the Warrant having been completed.

Lisa Jane Hardin

Lisa Jane Hardin
Millis Town Clerk

Department Breakdown		FY16	FY17	FY18	FY19	FY20	FY21
GENERAL GOVERNMENT		ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	TM ADOPTED
SELECTMENTA							
SALARIES	\$251,711.70	\$233,816.78	\$237,126.36	\$246,501.20	\$291,080.95	\$285,542.17	
EXPENSES	\$53,159.19	\$68,334.52	\$114,796.36	\$94,128.75	\$67,115.00	\$60,915.00	
TOTAL	\$304,870.89	\$302,151.30	\$351,922.72	\$340,629.95	\$358,195.95	\$346,457.17	
FINANCE DIR/ACCOUNTANT							
SALARIES	\$192,063.26	\$205,293.93	\$212,226.95	\$241,632.04	\$250,001.77	\$293,999.22	
EXPENSES	\$5,188.00	\$11,532.78	\$4,936.44	\$6,137.58	\$6,538.00	\$6,538.00	
TOTAL	\$197,251.26	\$216,826.71	\$217,163.39	\$247,769.62	\$256,539.77	\$246,537.22	
ASSESSORS							
SALARIES	\$116,260.80	\$122,338.69	\$117,420.48	\$123,260.02	\$127,937.90	\$117,427.23	
EXPENSES	\$8,083.31	\$5,447.85	\$8,229.04	\$6,600.34	\$7,016.00	\$9,411.00	
TOTAL	\$124,344.11	\$127,786.54	\$123,649.52	\$129,860.36	\$134,953.90	\$126,838.23	
TREASURER/COLLECTOR							
SALARIES	\$183,309.98	\$186,291.49	\$195,022.42	\$195,097.94	\$208,487.36	\$212,078.99	
EXPENSES	\$25,169.95	\$25,569.88	\$22,988.54	\$28,428.62	\$31,075.00	\$34,475.00	
TOTAL	\$208,479.93	\$211,861.37	\$218,010.96	\$223,526.56	\$239,562.36	\$246,553.99	
IT ADMINISTRATION							
SALARIES	\$15,472.00	\$15,935.88	\$4,898.00	\$4,898.00	\$0.00	\$0.00	
EXPENSES	\$116,005.21	\$122,350.65	\$114,145.09	\$122,543.60	\$150,837.86	\$198,010.00	
TOTAL	\$131,477.21	\$138,286.53	\$119,043.09	\$127,441.60	\$150,837.86	\$198,010.00	
TOWN COUNSEL							
EXPENSES	\$121,803.66	\$100,209.34	\$94,655.97	\$95,654.25	\$90,000.00	\$81,000.00	
TOTAL	\$121,803.66	\$100,209.34	\$94,655.97	\$95,654.25	\$90,000.00	\$81,000.00	
TOWN CLERK							
SALARIES	\$83,448.79	\$86,842.06	\$87,649.42	\$90,170.38	\$90,924.00	\$90,919.50	
EXPENSES	\$4,398.75	\$5,574.61	\$3,674.38	\$6,367.89	\$6,850.00	\$7,450.00	
TOTAL	\$87,847.54	\$92,416.67	\$91,323.80	\$96,538.27	\$97,774.00	\$98,369.50	

<i>Department Breakdown</i>		FY16	FY17	FY18	FY19	FY20	FY21
		ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	TM ADOPTED
<i>REGISTRARS</i>							
SALARIES		\$638.00	\$543.76	\$557.00	\$777.62	\$1,226.00	\$1,260.00
EXPENSES		\$3,586.00	\$3,825.00	\$3,179.40	\$2,963.14	\$3,900.00	\$4,060.00
TOTAL		\$4,223.00	\$4,468.76	\$3,736.40	\$3,740.76	\$5,126.00	\$5,340.00
<i>ELECTIONS</i>							
SALARIES		\$9,678.00	\$22,447.08	\$7,816.35	\$11,658.10	\$20,125.00	\$26,801.00
EXPENSES		\$9,556.00	\$10,629.66	\$6,347.35	\$12,015.83	\$11,980.00	\$14,400.00
TOTAL		\$19,236.00	\$33,076.74	\$14,163.70	\$23,673.93	\$32,105.00	\$41,201.00
<i>PLANNING BOARD</i>							
SALARIES		\$18,664.20	\$20,532.82	\$21,166.60	\$21,216.60	\$21,216.60	\$20,627.62
EXPENSES		\$3,431.05	\$3,704.35	\$5,330.03	\$5,359.80	\$9,425.00	\$9,425.00
TOTAL		\$22,095.25	\$24,237.17	\$26,496.63	\$26,576.40	\$30,641.60	\$30,052.62
<i>CONSERVATION</i>							
SALARIES		\$13,720.00	\$15,427.26	\$13,551.40	\$13,300.80	\$16,007.00	\$15,577.45
EXPENSES		\$3,200.09	\$2,345.74	\$2,856.13	\$2,737.05	\$4,777.00	\$4,777.00
TOTAL		\$16,920.09	\$17,773.00	\$16,407.53	\$16,037.85	\$20,784.00	\$20,354.45
<i>ZONING BOARD</i>							
SALARIES		\$4,408.18	\$5,525.38	\$3,608.22	\$4,589.30	\$4,612.00	\$5,018.88
EXPENSES		\$2,176.14	\$2,853.40	\$1,795.02	\$1,978.58	\$1,800.00	\$1,900.00
TOTAL		\$6,584.32	\$8,378.78	\$5,311.24	\$6,577.88	\$6,412.00	\$6,918.88
<i>TOWN BUILDINGS</i>							
SALARIES		\$45,427.17	\$73,531.07	\$78,031.30	\$95,688.28	\$95,463.00	\$80,158.80
EXPENSES		\$209,801.97	\$263,263.32	\$220,207.07	\$215,939.63	\$213,944.00	\$205,979.96
TOTAL		\$255,229.14	\$336,794.39	\$298,238.37	\$311,607.91	\$309,407.00	\$286,138.76

<i>Department Breakdown</i>		FY16	FY17	FY18	FY19	FY20	FY21
FINANCE COMMITTEE		ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	TM ADOPTED
SALARIES		\$3,968.83	\$5,149.71	\$5,354.70	\$6,012.47	\$5,200.00	\$6,100.00
EXPENSES		\$8,809.94	\$7,660.76	\$7,704.66	\$9,165.18	\$16,550.00	\$17,150.00
TOTAL		\$12,778.77	\$12,810.47	\$13,059.36	\$15,177.65	\$21,750.00	\$23,250.00
RESERVE FUND							
EXPENSES		\$74,155.41	\$88,419.97	\$98,260.14	\$4,529.95	\$50,000.00	\$50,000.00
TOTAL		\$74,155.41	\$88,419.97	\$98,260.14	\$4,529.95	\$50,000.00	\$50,000.00
GENERAL INSURANCE							
EXPENSES		\$329,758.81	\$361,356.34	\$402,340.00	\$457,207.00	\$475,000.00	\$541,943.64
TOTAL		\$329,758.81	\$361,356.34	\$402,340.00	\$457,207.00	\$475,000.00	\$541,943.64
EMPLOYEE BENEFITS							
EXPENSES		\$4,073,789.17	\$4,353,841.08	\$4,589,849.07	\$4,840,007.89	\$5,141,579.71	\$5,470,514.11
TOTAL		\$4,073,789.17	\$4,353,841.08	\$4,589,849.07	\$4,840,007.89	\$5,141,579.71	\$5,470,514.11
LINE 1 - GENERAL GOVT		\$5,990,854.56	\$6,430,695.16	\$6,683,631.89	\$6,966,757.83	\$7,420,669.15	\$7,819,479.58
PUBLIC SAFETY							
POLICE DEPARTMENT							
SALARIES		\$1,592,195.25	\$1,591,409.11	\$1,721,055.03	\$1,779,960.98	\$1,822,524.43	\$1,876,423.07
EXPENSES		\$132,953.03	\$121,251.64	\$228,768.85	\$260,203.93	\$242,338.54	\$238,524.00
TOTAL		\$1,725,158.28	\$1,812,660.75	\$1,949,823.88	\$2,040,164.91	\$2,064,862.97	\$2,116,947.07
FIRE/RESQUE DEPARTMENT							
SALARIES		\$893,936.53	\$1,052,733.69	\$1,225,536.80	\$1,464,027.59	\$1,394,228.65	\$1,493,165.39
EXPENSES		\$105,361.24	\$116,463.21	\$176,363.94	\$176,890.25	\$188,000.00	\$191,350.00
TOTAL		\$999,297.77	\$1,169,196.90	\$1,401,900.74	\$1,640,917.84	\$1,582,228.65	\$1,684,515.39

Department Breakdown		FY16	FY17	FY18	FY19	FY20	FY21
		ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	TM ADOPTED
DISPATCH							
SALARIES		\$226,244.34	\$271,133.56	\$258,009.54	\$272,462.59	\$259,763.48	\$277,872.87
EXPENSES		\$6,599.57	\$3,232.74	\$10,333.12	\$8,496.61	\$9,000.00	\$9,250.00
TOTAL		\$232,843.91	\$274,366.30	\$268,342.66	\$280,959.20	\$268,763.48	\$287,122.87
BUILDING DEPT.							
SALARIES		\$174,050.05	\$163,786.40	\$188,544.63	\$197,765.49	\$197,319.50	\$217,662.96
EXPENSES		\$7,345.01	\$8,352.27	\$7,843.81	\$8,547.83	\$8,775.00	\$8,775.00
TOTAL		\$181,395.06	\$172,138.67	\$196,388.44	\$206,313.32	\$206,094.50	\$226,437.96
SEALER W&M							
SALARIES		\$3,000.00	\$3,090.00	\$3,183.00	\$3,183.00	\$3,183.00	\$3,183.00
EXPENSES		\$178.38	\$305.34	\$148.89	\$245.43	\$150.00	\$150.00
TOTAL		\$3,178.38	\$3,395.34	\$3,331.89	\$3,428.43	\$3,333.00	\$3,333.00
EMERG MGMT COMM							
SALARIES		\$694.00	\$715.00	\$737.00	\$737.00	\$739.00	\$1,500.00
EXPENSES		\$1,127.94	\$1,419.80	\$1,050.35	\$272.00	\$1,667.00	\$2,500.00
TOTAL		\$1,821.94	\$2,134.80	\$1,787.35	\$1,009.00	\$2,426.00	\$4,000.00
ANIMAL CONTROL							
SALARIES		\$72,720.16	\$76,516.16	\$77,195.16	\$78,818.89	\$78,615.20	\$83,270.00
EXPENSES		\$11,625.62	\$24,807.62	\$9,309.69	\$13,703.19	\$11,300.00	\$11,300.00
TOTAL		\$84,345.78	\$101,323.80	\$86,504.85	\$92,522.08	\$89,915.20	\$94,570.00
LINE 2 - PUBLIC SAFETY		\$3,228,001.12	\$3,535,216.56	\$3,907,079.82	\$4,265,314.78	\$4,217,623.80	\$4,416,926.29

Department Breakdown		FY16	FY17	FY18	FY19	FY20	FY21
		ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	TM ADOPTED
EDUCATION							
MILLIS SCHOOLS							
	SALARIES	\$11,203,453.71	\$11,839,084.55	\$12,536,356.90	\$12,847,560.87	\$13,081,307.40	\$13,304,831.75
	EXPENSES	\$2,446,240.88	\$2,361,419.60	\$2,084,859.70	\$2,040,542.91	\$2,795,356.98	\$2,910,995.78
	TOTAL	\$13,649,694.59	\$14,200,504.15	\$14,591,216.60	\$14,888,103.78	\$15,856,664.38	\$16,215,827.53
LINE 3 - MILLIS SCHOOLS		\$13,649,694.59	\$14,200,504.15	\$14,591,216.60	\$14,888,103.78	\$15,856,664.38	\$16,215,827.53
TRICOUNTY SCHOOL							
	EXPENSES	\$354,847.00	\$347,430.00	\$445,572.00	\$615,597.00	\$807,957.00	\$1,049,674.00
	TOTAL	\$354,847.00	\$347,430.00	\$445,572.00	\$615,597.00	\$807,957.00	\$1,049,674.00
LINE 4 - TRICOUNTY		\$354,847.00	\$347,430.00	\$445,572.00	\$615,597.00	\$807,957.00	\$1,049,674.00
PUBLIC WORKS							
DPW HIGHWAY							
	SALARIES	\$281,603.44	\$280,239.27	\$307,880.53	\$230,128.49	\$239,358.95	\$261,356.48
	EXPENSES	\$319,716.19	\$325,054.14	\$334,544.97	\$412,623.16	\$415,685.00	\$384,343.00
	TOTAL	\$601,319.63	\$605,293.41	\$642,425.50	\$642,751.65	\$655,053.95	\$645,699.48
STREET LIGHTS							
	EXPENSES	\$48,141.68	\$47,326.07	\$39,781.24	\$39,988.71	\$40,850.00	\$38,850.00
	TOTAL	\$48,141.68	\$47,326.07	\$39,781.24	\$39,988.71	\$40,850.00	\$38,850.00
TRANSFER STATION							
	SALARIES	\$26,572.47	\$29,853.10	\$26,600.83	\$27,218.31	\$26,181.37	\$27,447.27
	EXPENSES	\$75,121.35	\$70,571.56	\$61,299.96	\$82,307.46	\$75,662.00	\$77,662.00
	TOTAL	\$101,693.82	\$100,424.66	\$87,900.89	\$109,525.77	\$101,843.37	\$105,109.27

Department Breakdown		FY16	FY17	FY18	FY19	FY20	FY21
		ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	TM ADOPTED
SNOW & ICE							
SALARIES		\$39,627.67	\$58,649.13	\$108,769.94	\$80,003.84	\$48,000.00	\$48,000.00
EXPENSES		\$202,533.65	\$271,095.88	\$307,548.56	\$210,053.05	\$170,727.00	\$170,727.00
TOTAL		\$242,161.32	\$329,745.01	\$416,318.50	\$290,056.89	\$218,727.00	\$218,727.00
LINE 5 PUBLIC WORKS		\$993,316.45	\$1,082,789.15	\$1,186,426.13	\$1,082,304.02	\$1,016,474.32	\$1,008,385.75
HEALTH & HUMAN SERVICES							
BOARD OF HEALTH							
SALARIES		\$121,721.35	\$124,838.10	\$116,257.45	\$116,312.49	\$125,610.00	\$136,627.06
EXPENSES		\$5,821.48	\$5,090.09	\$5,796.61	\$4,198.39	\$7,215.00	\$7,215.00
TOTAL		\$127,542.83	\$129,928.19	\$122,054.06	\$120,510.88	\$133,825.00	\$143,842.06
COUNCIL ON AGING							
SALARIES		\$88,657.37	\$86,993.62	\$95,441.26	\$101,328.84	\$113,831.19	\$106,783.25
EXPENSES		\$8,434.00	\$8,434.00	\$8,092.34	\$8,446.99	\$8,434.00	\$8,434.00
TOTAL		\$97,091.37	\$95,427.62	\$103,533.60	\$109,775.83	\$122,265.19	\$115,217.25
VETERANS							
SALARIES		\$4,078.54	\$10,399.92	\$10,712.00	\$10,712.00	\$11,195.00	\$11,195.00
EXPENSES		\$33,932.96	\$29,567.32	\$31,993.35	\$32,992.28	\$38,700.00	\$38,700.00
TOTAL		\$38,011.50	\$39,967.24	\$42,705.35	\$43,704.28	\$49,895.00	\$49,895.00
LINE 6 HLTH/HUMN SERV		\$262,645.70	\$265,323.05	\$268,293.01	\$273,990.99	\$305,995.19	\$308,954.31

<i>Department Breakdown</i>		FY16	FY17	FY18	FY19	FY20	FY21
		ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	TM ADOPTED
CULTURE & RECREATION							
MEMORIAL DAY							
EXPENSES		\$1,084.46	\$1,827.00	\$1,686.22	\$1,816.00	\$1,828.00	\$1,828.00
TOTAL		\$1,084.46	\$1,827.00	\$1,686.22	\$1,816.00	\$1,828.00	\$1,828.00
LEGION							
EXPENSES		\$3,935.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00
TOTAL		\$3,935.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00
LIBRARY							
SALARIES		\$238,143.27	\$239,384.31	\$243,941.00	\$245,651.02	\$269,400.58	\$280,880.04
EXPENSES		\$139,523.60	\$134,766.66	\$139,321.95	\$139,603.96	\$146,111.00	\$141,991.00
TOTAL		\$377,666.87	\$374,150.97	\$383,262.95	\$385,254.98	\$415,511.58	\$422,871.04
RECREATION							
SALARIES		\$27,725.18	\$31,266.62	\$31,267.00	\$31,267.00	\$31,868.00	\$29,398.38
EXPENSES		\$9,368.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL		\$37,094.09	\$31,266.62	\$31,267.00	\$31,267.00	\$31,868.00	\$29,398.38
HISTORICAL							
EXPENSES		\$5,234.67	\$6,489.02	\$6,479.73	\$6,487.92	\$6,493.00	\$6,493.00
TOTAL		\$5,234.67	\$6,489.02	\$6,479.73	\$6,487.92	\$6,493.00	\$6,493.00
OAK GROVE FARM COMM							
EXPENSES		\$1,636.00	\$1,836.00	\$1,525.49	\$1,529.98	\$5,636.00	\$5,636.00
TOTAL		\$1,636.00	\$1,836.00	\$1,525.49	\$1,529.98	\$5,636.00	\$5,636.00
LINE 7 CULTURE & RECREATION		\$427,651.09	\$419,422.61	\$428,274.40	\$430,508.98	\$465,389.58	\$470,379.42

<i>Department Breakdown</i>		FY16	FY17	FY18	FY19	FY20	FY21
		ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	TM ADOPTED
DEBT SERVICE							
	PRINCIPAL	\$809,480.50	\$1,349,460.00	\$1,338,024.00	\$1,146,920.00	\$2,192,804.00	\$2,210,936.00
	INTEREST	\$228,165.63	\$193,038.42	\$602,924.81	\$1,014,045.36	\$2,426,111.42	\$1,682,587.38
	TOTAL	\$1,037,646.13	\$1,542,498.42	\$1,940,948.81	\$2,160,965.36	\$4,618,915.42	\$3,893,523.38
LINE 8 DEBT SERVICE		\$1,037,646.13	\$1,542,498.42	\$1,940,948.81	\$2,160,965.36	\$4,618,915.42	\$3,893,523.38
TOTAL BUDGET		\$25,944,656.64	\$27,823,879.10	\$29,451,442.66	\$30,683,542.64	\$34,709,678.84	\$35,183,150.27
TOTAL BUDGET							
DISCRETIONARY		\$25,944,656.64	\$27,823,879.10	\$29,451,442.66	\$30,683,542.64	\$34,709,678.84	\$35,183,150.27
NON-DISCRETIONARY** Includes		\$20,148,605.53	\$21,218,753.26	\$22,072,732.78	\$22,608,765.39	\$23,665,226.71	\$24,227,495.14
General Insurance, Benefits,							
Tri-County & Debt		\$5,796,051.11	\$6,605,125.84	\$7,378,709.88	\$8,073,777.25	\$11,043,452.13	\$10,955,655.13
		\$25,944,656.64	\$27,823,879.10	\$29,451,442.66	\$30,683,542.64	\$34,709,678.84	\$35,183,150.27

Sewer Enterprise

Sewer Department Revenue Summary

	FY2015 ACTUAL	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 ACTUAL	FY2020 TM ADOPTED	FY2021 REQUESTS	FY2021 PROPOSED
SEWER ENTERPRISE							
Sewer Fund Revenue							
Penalties/Interest	\$11,676	\$9,488	\$12,780	\$12,575	\$9,500	\$9,500	\$9,500
Service Fee (Revenue Ser)	\$1,100,931	\$1,075,820	\$1,083,633	\$1,119,796	\$1,185,000	\$1,185,000	\$1,235,000
Liens Added	\$45,484	\$46,611	\$40,459	\$27,273	\$25,000	\$25,000	\$25,000
Entrance Fees	\$73,500	\$140,400	\$81,180	\$157,845	\$100,000	\$100,000	\$77,450
Sewer Drain Layer L	\$4,300	\$550	\$650	\$550	\$1,000	\$1,000	\$1,000
Miscellaneous Revenue		\$1,000	\$0	\$0	\$38,333	\$27,217	\$13,995
Bank Account Interest	\$634	\$1,326	\$1,388	\$1,703	\$1,000	\$1,000	\$1,000
Other Revenue-Interest							
Sewer Betterments		\$263,641	\$234,235	\$200,000	\$57,300	\$57,300	\$57,300
Sewer Surplus							
Transfer From Sp/Re	\$275,788						
Total	\$1,512,313	\$1,538,835	\$1,454,354	\$1,519,742	\$1,417,133	\$1,406,017	\$1,420,245

Sewer Enterprise

Sewer Department Budget Summary

SEWER DIVISION	FY2016 ACTUAL	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 TM ADOPTED	FY2020 REQUESTS	FY2021 REQUESTS	FY2021 PROPOSED
<i>Personnel Services</i>							
Salary Department Head	\$22,968	\$23,824	\$25,064	\$28,664	\$30,115	\$31,761	\$31,761
Salaries Clerical	\$22,771	\$23,377	\$22,398	\$23,272	\$23,667	\$25,731	\$25,731
Salaries Clerical Overtime	\$733	\$1,436	\$1,305	\$1,460	\$1,000	\$1,000	\$1,000
Wages	\$140,791	\$137,118	\$158,982	\$168,798	\$164,148	\$182,074	\$182,074
Wages Overtime	\$12,306	\$11,445	\$12,762	\$13,350	\$15,392	\$15,392	\$15,392
Longevity	\$1,550	\$1,280	\$832	\$750	\$1,252	\$2,121	\$2,121
Stipends	\$6,645	\$7,694	\$8,220	\$9,163	\$8,070	\$8,070	\$8,070
Total	\$207,764	\$206,175	\$229,563	\$245,457	\$243,644	\$266,150	\$266,150
<i>Expenses</i>							
Town Counsel			\$0	\$0			
Services Engineering	\$3,025	\$945	\$14,686	\$11,011	\$24,000	\$24,000	\$24,000
Maintenance Contract	\$0	\$0	\$0	\$3,583	\$12,000	\$12,000	\$12,000
Police Details	\$551	\$0	\$0	\$0	\$4,000	\$4,000	\$4,000
Sewer Cleaning	\$0	\$0	\$0	\$0	\$10,175	\$10,175	\$10,175
EQUIPMENT HIRED	\$0	\$0	\$3,000	\$0			
Supplies & Expenses	\$23,233	\$31,410	\$36,658	\$19,419	\$24,251	\$24,251	\$24,251
Stormwater				\$1,085			
Water/Sewer	\$0	\$584	\$612	\$661			
Telephone	\$3,035	\$2,253	\$2,996	\$3,316	\$3,569	\$4,000	\$4,000
Electricity	\$17,384	\$15,727	\$18,933	\$20,608	\$21,850	\$21,850	\$21,850
Postage	\$1,867	\$1,873	\$1,948	\$1,934	\$2,000	\$2,000	\$2,000
Clothing	\$1,920	\$2,120	\$2,349	\$2,813	\$3,075	\$3,075	\$3,075
Equipment	\$0	\$0	\$6,999	\$995	\$3,741	\$3,741	\$3,741
Equipment Repairs & Maintenance	\$27,193	\$9,002	\$1,608	\$1,629	\$13,620	\$13,620	\$13,620
Diesel Fuel	\$0	\$4,028	\$0	\$323	\$2,000	\$2,000	\$2,000
CRPCD O&M Costs	\$276,390	\$207,420	\$247,728	\$312,300	\$285,000	\$309,800	\$290,676
CRPCD Assessment	\$190,480	\$250,560	\$228,279	\$241,880	\$240,000	\$200,700	\$178,150
Sewer LTD Principal	\$235,000	\$230,000	\$244,000	\$195,000	\$263,290	\$240,000	\$240,000
Sewer STD Principal	\$66,645	\$12,678	\$12,677	\$0			
Sewer LTD Interest	\$59,988	\$64,614	\$158	\$61,075	\$68,140	\$51,975	\$51,975
Sewer STD Interest	\$4,229	\$190	\$67,465	\$0		\$4,833	\$4,833
Miscellaneous Expenses	\$0	\$0	\$0				
Transfer to Capital	\$0	\$0	\$0	\$183,691			
Transfer to General Fund	\$157,568	\$165,447	\$173,719	\$197,539	\$202,778	\$207,847	\$213,749
Reserve Fund							\$50,000
Total	\$1,068,509	\$998,851	\$1,063,816	\$1,258,862	\$1,173,489	\$1,139,867	\$1,154,095
TOTAL BUDGET	\$1,314,332	\$1,335,932	\$1,322,882	\$1,504,318	\$1,417,133	\$1,406,017	\$1,420,245

Sewer Enterprise

Sewer Department Articles

SEWER DIVISION

Articles

	FY2016 ACTUAL	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 ACTUAL	FY2020 TM ADOPTED	FY2021 REQUESTS	FY2021 PROPOSED
Phase I Sewer Sys I							
Drain/Manhole Repair							
W/S Scada Software	\$11,272						
II Union St/Curve							
Water St Sewer Pump							
DPIW Backhoe							
Unpaid Bills	\$1,350				\$200	\$155	\$155
Sewer Improvement / O&M PLA	\$21,853	\$440					
Remove II	\$3,585	\$96,999	\$24,562				
Sewer Phase IV-B II			\$4,941				
DPIW Vehicles & Equipment		\$13,367					
DPIW Radio Communications System						\$18,334	\$18,334
Sewer Expansion Study Bill		\$20,100					
Total	\$38,060	\$130,906	\$29,503	\$0	\$200	\$18,489	\$18,489

Water Enterprise

Water Department Revenue Summary

	FY2016 ACTUAL	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 ACTUAL	FY2020 TM ADOPTED	FY2021 REQUESTS	FY2021 PROPOSED
WATER ENTERPRISE							
<i>Water Fund Revenue</i>							
Penalties/Interest	\$14,567	\$10,642	\$13,219	\$13,044	\$10,500	\$10,500	\$10,500
Usage Charges	\$5						
Service Fee (Revenue Ser)	\$940,350	\$922,252	\$876,633	\$1,843,542	\$1,125,314	\$1,171,029	\$1,220,241
Lease-Addict	\$53,336	\$50,120	\$43,923	\$30,666	\$40,000	\$40,000	\$40,000
Pump Well	\$322,105	\$329,171	\$358,860	\$399,339	\$300,000	\$300,000	\$300,000
Entrance Fees	\$52,800	\$57,200	\$74,690	\$175,335	\$75,000	\$75,000	\$75,000
Meter On/Off Charge	\$350	\$1,025	\$812	\$1,469	\$1,000	\$1,000	\$1,000
Water Cross Connect	\$6,850	\$6,800	\$7,375	\$8,090	\$7,500	\$7,500	\$7,500
Water Drain Layer L	\$2,900	\$650	\$950	\$800	\$700	\$700	\$700
Miscellaneous-Final	\$5,940	\$6,120	\$5,265	\$4,185	\$0	\$0	\$0
Miscellaneous Revenue	\$9,950	\$12,730	\$8,128	\$27,958	\$15,000	\$15,000	\$15,000
Bank Account Interest	\$951	\$1,384	\$1,427	\$2,542	\$1,000	\$1,000	\$1,000
Capital Assessment							
Water Surplus (Balance Budget)							
Water Surplus							
Total	\$1,410,102	\$1,397,794	\$1,388,171	\$1,705,971	\$1,586,014	\$1,637,729	\$1,688,941

Water Enterprise

Water Department Budget Summary

WATER DIVISION	FY2016 ACTUAL	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 ACTUAL	FY2020 TM ADOPTED	FY2021 REQUESTS	FY2021 PROPOSED
<i>Personnel Services</i>							
Salary Department Head	\$39,236	\$40,699	\$42,617	\$48,967	\$51,446	\$54,259	\$51,259
Salaries Clerical	\$29,013	\$29,583	\$29,715	\$30,026	\$30,410	\$33,033	\$33,033
Salaries Clerical Overtime	\$1,168	\$2,919	\$1,996	\$1,954	\$3,000	\$3,000	\$3,000
Wages	\$177,143	\$164,687	\$190,010	\$204,280	\$199,809	\$225,537	\$225,537
DPW License Fee	\$1,305	\$5,770	\$7,665	\$7,626	\$0		
Wages Overtime	\$33,221	\$34,082	\$45,693	\$63,087	\$40,000	\$50,000	\$50,000
Longevity	\$2,417	\$1,678	\$1,458	\$0	\$2,096	\$2,541	\$2,541
Stipends	\$6,645	\$8,094	\$8,970	\$9,163	\$17,776	\$17,810	\$17,810
Total	\$298,147	\$287,716	\$328,323	\$365,102	\$344,635	\$386,178	\$386,178

Water Enterprise

Water Department Budget Summary Continued

WATER DIVISION	FY2016 ACTUAL	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 ACTUAL	FY2020 TM ADOPTED	FY2021 REQUESTS	FY2021 PROPOSED
Expenses							
Testing Water	\$8,889	\$9,255	\$9,310	\$9,059	\$14,000	\$14,000	\$14,000
Town Counsel			\$4,500	\$0			
Services Engineering	\$10,374	\$30,112	\$15,694	\$14,485	\$30,000	\$30,000	\$30,000
Police Details	\$3,543	\$3,839	\$5,119	\$5,524	\$9,000	\$9,000	\$9,000
Training	\$1,689	\$4,510	\$470	\$2,240	\$3,000	\$4,000	\$4,000
Inspections	\$0	\$0	\$0	\$170	\$4,000	\$4,000	\$4,000
Equipment Hired	\$37,173	\$20,620	\$28,785	\$38,683	\$33,000	\$33,000	\$33,000
Supplies & Expenses	\$107,763	\$133,281	\$111,717	\$129,506	\$30,622	\$100,000	\$100,000
Propane Gas	\$4,675	\$4,134	\$5,632	\$5,851	\$7,331	\$7,331	\$7,331
Stormwater				\$3,744			
Water/Sewer		\$884	\$612	\$691			
Telephone	\$4,613	\$3,960	\$5,036	\$4,839	\$6,462	\$7,000	\$7,000
Electricity	\$95,472	\$93,728	\$106,764	\$97,156	\$106,551	\$106,551	\$106,551
Postage	\$1,867	\$2,367	\$1,949	\$2,683	\$4,450	\$4,450	\$4,450
Clothing	\$2,111	\$2,589	\$2,986	\$3,917	\$3,075	\$4,000	\$4,000
Advertising	\$1,817	\$1,455	\$557	\$1,068	\$2,090	\$2,000	\$2,000
Membership	\$963	\$770	\$770	\$895	\$1,000	\$1,000	\$1,000
Equipment	\$16,226	\$27,292	\$7,708	\$11,996	\$22,000	\$22,000	\$22,000
Vehicle Supply/Repair	\$3,636	\$3,719	\$9,367	\$4,742	\$12,000	\$12,000	\$12,000
Diesel Fuel	\$5,877	\$5,866	\$6,484	\$10,744	\$5,203	\$5,203	\$5,203
Miscellaneous Expense	\$13,971	\$19,511	\$23,168	\$22,088	\$28,958	\$28,958	\$28,958
Water LTD Principal	\$173,148	\$263,483	\$207,645	\$292,080	\$392,843	\$418,000	\$418,000
Water STD Principal	\$47,033	\$6,500	\$50,000	\$0			
Water LTD Interest	\$63,570	\$85,090	\$91,581	\$83,902	\$186,132	\$174,189	\$174,189
Water STD Interest	\$1,680	\$85	\$13,110	\$0	\$32,013	\$4,833	\$4,833
Transfer to General	\$206,681	\$0		\$241,436	\$247,840	\$254,036	\$261,748
Transfer to Capital				\$14,389			
Reserve Fund							\$50,000
Total	\$812,770	\$1,225,350	\$787,962	\$1,002,070	\$1,241,479	\$1,245,551	\$1,302,762
Total Budget:	\$1,162,917	\$1,013,060	\$1,116,288	\$1,387,172	\$1,586,014	\$1,631,729	\$1,688,941

Water Enterprise

Water Department Articles

WATER DIVISION

Articles

	FY2016 ACTUAL	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 ACTUAL	FY2020 TM ADOPTED	FY2021 REQUESTS	FY2021 PROPOSED
Reserve Fund							
Unpaid Bills of PRI	\$3,106	\$780		\$5,566	\$1,834		
Water Management Act Consultant				\$12,524			
W/S Scada Software	\$11,273						
DPW Backhoe							
Water System Valve Improvement				\$24,000	\$24,000		
Well Building Improvement	\$9,980						
Hydrant Flushing	\$3,000						
DPW Vehicles & Equipment		\$13,367					
Dean Street Water M		\$14,387					
Pump 3 Well Roof Repair			\$10,707	\$0			
Pump 4 Well Roof Repair			\$9,353	\$0			
WALNUT STREET BOOSTER STATION			\$0	\$10,000	\$2,500		
Drinking Water Risk/Resilience Assessment						\$40,000	\$40,000
Water Tank(s) Assessment/Management Program						\$159,521	\$159,521
DPW Radio Communications System						\$18,333	\$18,333
Total	\$27,359	\$28,534	\$20,100	\$62,091	\$28,334	\$258,254	\$259,254

Stormwater Enterprise

Stormwater Department Revenue Summary

	FY2016 ACTUAL	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 ACTUAL	FY2020 TM ADOPTED	FY2021 REQUESTS	FY2021 PROPOSED
STORMWATER ENTERPRISE 6300							
STORMWATER Fund Revenue							
Penalties/Interest							
Service Fee (Revenue Ser)				\$ 606,084	\$ 600,000	\$ 600,000	\$ 600,000
Liens Added					\$		
Total				\$ 606,084	\$ 600,000	\$ 600,000	\$ 600,000

Stormwater Enterprise

Stormwater Department Budget Summary

	FY2016 ACTUAL	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 TM ADOPTED	FY2020 REQUESTS	FY2021 REQUESTS	FY2021 PROPOSED
STORMWATER DIVISION							
<i>Personnel Services</i>							
Salary Department Head				\$ 21,498	\$ 22,586	\$ 23,821	\$ 23,821
Salaries Clerical				\$ 7,317	\$ 7,317	\$ 7,910	\$ 7,910
Wages				\$ 103,398	\$ 112,321	\$ 117,926	\$ 117,926
Wages Overtime				\$ 2,357	\$ 25,000	\$ 23,000	\$ 23,000
Longevity				\$ -	\$ 1,000	\$ 1,000	\$ 1,000
Clerical O/T				\$ -		\$ 2,000	\$ 2,000
Total				\$ 134,570	\$ 168,224	\$ 175,656	\$ 175,656
<i>Expenses</i>							
Town Counsel				\$ -			
SERVICES ENGINEERING				\$ 34,005	\$ 74,000	\$ 74,000	\$ 74,000
POLICE DETAILS				\$ 2,761	\$ 3,000	\$ 3,000	\$ 3,000
TRAINING				\$ 5,825	\$ 4,000	\$ 4,000	\$ 4,000
INSPECTIONS				\$ 6,594	\$ 23,000	\$ 23,000	\$ 23,000
EQUIPMENT HIRED				\$ 22,688	\$ 24,080	\$ 24,080	\$ 24,080
SUPPLIES & EXPENSES				\$ 9,579	\$ 500	\$ 10,000	\$ 10,000
HEAT & FUEL				\$ -	\$ 9,563	\$ 9,563	\$ 9,563
POSTAGE				\$ 2,510	\$ 2,500	\$ 2,500	\$ 2,500
UNIFORM/CLEANING				\$ 1,517	\$ 750	\$ 1,600	\$ 1,600
PUBLIC ED & OUTREACH				\$ 20,501	\$ 12,000	\$ 12,000	\$ 12,000
VEHICLE SUPPLY/REPAIR				\$ 8,206	\$ 25,000	\$ 25,000	\$ 25,000
MISCELLANEOUS EXPENSE				\$ 2,493	\$ 4,298	\$ 4,298	\$ 4,298
TRANSFER TO GENERAL FUND				\$ 129,272	\$ 132,266	\$ 135,573	\$ 139,173
Reserve Fund							\$ 50,000
Capital Fund				\$ 225,563	\$ 116,819	\$ 95,730	\$ 42,130
TOTAL BUDGET	\$ -	\$ -	\$ -	\$ 606,084	\$ 600,000	\$ 600,000	\$ 600,000

MILLIS PERSONNEL PLAN SCHEDULES

FY2021

7/1/20 Effective Date
SCHEDULE A
CLASSIFICATION PLAN
SCHEDULED WEEKLY AND STIPENDS
GRADE POSITION

STEP	1	2	3	4	5	6	7	8	9	10
17 DIRECTOR OF PUBLIC WORKS	\$ 2,184.65	\$ 2,236.57	\$ 2,294.51	\$ 2,352.74	\$ 2,413.06	\$ 2,473.39	\$ 2,535.22	\$ 2,598.61	\$ 2,663.57	\$ 2,730.16
16 VACANT	\$ 1,781.50	\$ 1,800.00	\$ 1,840.43	\$ 1,881.90	\$ 1,924.90	\$ 1,968.81	\$ 2,014.44	\$ 2,056.98	\$ 2,103.06	\$ 2,152.21
15 VACANT	\$ 1,660.23	\$ 1,656.12	\$ 1,738.00	\$ 1,775.42	\$ 1,815.34	\$ 1,859.31	\$ 1,899.27	\$ 1,940.27	\$ 1,984.29	\$ 2,029.33
12 OPERATIONS SUPPORT MANAGER	\$ 1,356.13	\$ 1,396.89	\$ 1,471.06	\$ 1,450.34	\$ 1,481.57	\$ 1,515.35	\$ 1,549.65	\$ 1,584.98	\$ 1,619.78	\$ 1,655.11
11 UNFILLED	\$ 1,251.20	\$ 1,284.08	\$ 1,313.13	\$ 1,345.34	\$ 1,372.01	\$ 1,404.77	\$ 1,434.47	\$ 1,468.77	\$ 1,500.00	\$ 1,534.83
11A CO-DIRECTOR*	\$ 863.02	\$ 893.43	\$ 907.78	\$ 923.54	\$ 943.27	\$ 965.78	\$ 988.21	\$ 1,009.79	\$ 1,031.26	\$ 1,055.20
9C PLUMBING GAS INSPECTOR	Stipend of \$6,200/year plus \$40 per inspection									
9C ELECTRICAL INSPECTOR	Stipend of \$6,200/year plus \$40 per inspection									
8A DEP BUILDING INSPECTOR	Stipend of \$12,200/year plus \$40 per inspection									
8A DEP PLUMBING GAS INSPECTOR 1	Stipend of \$10,000/year plus \$40 per inspection									
8A DEP PLUMBING GAS INSPECTOR 2	Stipend of \$10,000/year plus \$40 per inspection									
8A DEP ELECTRICAL INSPECTOR 1	Stipend of \$10,000/year plus \$40 per inspection									
8A DEP ELECTRICAL INSPECTOR 2	Stipend of \$10,000/year plus \$40 per inspection									
8A LOCAL BUILDING INSPECTOR	Stipend of \$10,000/year plus \$40 per inspection									
4 DISPATCHER-PART TIME	\$ 15.62	\$ 19.25	\$ 19.72	\$ 20.16	\$ 20.60	\$ 21.08	\$ 21.56	\$ 22.04	\$ 22.64	\$ 23.06
PUBLIC SAFETY POSITION	1	2	3	4	5	6	7	8	9	10
PS0 DEPUTY FIRE CHIEF/EMT*	\$ 32.45	\$ 33.17	\$ 33.92	\$ 34.66	\$ 35.47	\$ 36.25	\$ 37.08	\$ 37.92	\$ 38.77	\$ 39.62
PS1 STIPEND/YEAR	\$ 1,597.00									
PS3 VACANT	\$ 30.66	\$ 30.72	\$ 31.40	\$ 32.12	\$ 32.84	\$ 33.57	\$ 34.32	\$ 35.10	\$ 35.89	\$ 36.69
PS4 FIRE CAPTAIN/EMT										
FF STIPEND/YEAR	\$ 26.76	\$ 27.38	\$ 27.89	\$ 28.61	\$ 29.26	\$ 29.91	\$ 30.58	\$ 31.28	\$ 31.98	\$ 32.69
PS4 FIRE LEUTENANT/EMT	\$ 873.00									
FF STIPEND/YEAR	\$ 23.62	\$ 24.14	\$ 24.68	\$ 25.22	\$ 25.82	\$ 26.37	\$ 26.98	\$ 27.57	\$ 28.19	\$ 28.83
PS2 FIRE FIGHTER/EMT	\$ 778.00									
FF STIPEND/YEAR	\$ 21.82	\$ 21.50	\$ 21.82	\$ 22.46	\$ 22.96	\$ 23.47	\$ 24.01	\$ 24.53	\$ 25.09	\$ 25.68
PS2 PERM INTER POLICE OFFICER	\$ 581.00									
LOCKUP KEEPER	\$ 20.40	\$ 20.05	\$ 21.16	\$ 21.81	\$ 22.30	\$ 22.78	\$ 23.30	\$ 23.83	\$ 24.35	\$ 24.91
EMT STIPEND	\$ 1,147.00									
SCHOOL TRAFFIC SUPERVISORS	\$ 18.39	\$ 19.32	\$ 20.83	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

* = Paid from

FY2021

7/1/20 Effective Date
SCHEDULE A
CLASSIFICATION PLAN
CLASSIFICATION, GRADE, MINIMUM WAGE, BENEFITS AND STIPENDS
GRADE POSITION

APPOINTED SPECIALS									
EMERG. MGMT. DIR.	775	PER	YEAR	CLASS A MOTOR VEHICLE OPERATOR	\$ 1,091.45	PER	YEAR		
EMERG. MGMT. CLERICAL	1,175	PER	YEAR	CLASS A MOTOR VEHICLE OPERATOR	\$ 1,105	PER	YEAR		
EMERG. MGMT. CLERICAL	3,245	PER	YEAR	ELECTION WORKER-CENSUS TAKER	\$ 15.16	ER	HOUR		
EMERG. MGMT. CLERICAL	43	PER	HOUR	ON-CALL LIBRARY ASSISTANT	\$ 53.71	PER	HOUR		
PART-TIME IT ADMINISTRATOR	2,449	PER	YEAR	RESERVE POLICE DETAIL RATE	STATE MIN. WAGE				
ASST. DATA PROC. MANAGER	1,456	PER	YEAR	DFW SEASONAL WORKER	STATE MIN. WAGE				
CERTIFIED WATER OPERATOR I	1,870	PER	YEAR	LIBRARY PAGE	\$ 52.26	PER	YEAR		
CERTIFIED WATER OPERATOR II	1,870	PER	YEAR	BOARD OF REGISTRARS - CHAIR	\$ 111.47	PER	YEAR		
ZONING BOARD OF APPEAL MEMBER	20,173	PER	HOUR	BOARD OF REGISTRARS - MEMBER	\$ 23.16	PER	HOUR		
RESIDENT CARE ACTIVITIES COORDINATOR	STATE MIN. WAGE			SNOW CONTRACTOR NIGHTS, WEEKEND	\$ 34.73	PER	HOUR		
RESIDENT CARE ACTIVITIES COORDINATOR	13.05	PER	HOUR	SNOW MANAGEMENT STIPEND AFTER 8 STORMS	\$ 2,964.77	PER	YEAR		
COA VAN DRIVER	18.92	PER	HOUR	SNOW MANAGEMENT STIPEND AFTER 12 STORMS	\$ 1,162.38	PER	YEAR		
COA DISPATCHER	52.34	PER	YEAR	SNOW MANAGEMENT STIPEND AFTER 15 STORMS	\$ 1,162.38	PER	YEAR		
PLANNING BOARD MEMBER				DEPUTY ANIMAL CONTROL WEEKEND COVERAGE	\$ 93.66	PER	DAY		
				DEPUTY ANIMAL CONTROL WEEKNIGHT COVERAGE	\$ 22.75	PER	NIGHT		

Change to State Min Wage 1/1/2021

Capital Planning Committee Priorities for June 2020 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
Water enterprise	Drinking water risk & resilience assessment	40,000	Recommend for appropriation
Fire	Self-contained breathing apparatus bottle replacement	12,000	Recommend for appropriation
Police	Crosswalk signals	40,000	Recommend for appropriation
Fire	Turnout gear replacement	40,000	Recommend for appropriation
	Subtotal	\$132,000	
Medium priorities			
Fire	Large diameter hose replacement	\$15,000	Recommend for appropriation
Water enterprise	Farm Street & Walnut Street Water Tank 15-Year Asset Management Program	1,776,374	Estimated cost shown is for full 15 years. Recommend appropriation of \$199,921 for first year payment
	Subtotal	\$1,791,374	
Lower priorities			
DPW/Water/Sewer	2-way radio replacement	\$55,004	Recommend deferral to later date
	Subtotal	\$55,004	
Deferred consideration			
Stormwater enterprise	Village Street and Birch Street Drainage System Improvements	\$588,881	Recommend deferral to later date
School	New bus lease	35,000	Recommend deferral to later date
Council on Aging	Flooring VMB Room 21	8,000	Recommend deferral to later date
School	Computer Replacement Grade 6 Chromebooks	27,000	Recommend deferral to later date
School	Replace switches for VOIP and PA network	6,000	Recommend deferral to later date
School	Classroom Projectors (20)	9,000	Recommend deferral to later date
School	Skid Steer	45,000	Recommend deferral to later date
Town Buildings	Fire Panel & Fire Sensor Replacement at Veterans Memorial Building	60,640	Recommend deferral to later date
School	Lockers	30,000	Recommend deferral to later date
School	Furniture	22,000	Recommend deferral to later date
School	Curriculum and instructional materials	10,000	Recommend deferral to later date
School	Computer replacement laptops for TV production	6,975	Recommend deferral to later date
School	Smart Boards/Interactive Board technology	43,200	Recommend deferral to later date
School	Wireless network	40,000	Recommend deferral to later date
Building department	Filing system	7,373	Recommend deferral to later date
Police	Car 50	48,930	Recommend deferral to later date
Total		\$987,999	

FALL 2020 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY21 Operational Budget Adjustments
3. Capital Items
4. Police Cruiser Lease/Purchase
5. DPW Building Project – Additional Funding
6. DPW Lease of Temporary Office Facilities
7. Tree Maintenance
8. General Bylaw Change – Date of Spring Annual Town Meeting
9. Zoning Bylaw Change – Millis Center Economic Opportunity Overlay District
(MCEOD)

TOWN OF MILLIS
FALL ANNUAL TOWN MEETING
SATURDAY, NOVEMBER 7, 2020

The Fall Annual Business Meeting of the Town of Millis was held on Saturday, November 7, 2020 outside in the parking lot of the Millis Middle/High School (due to Covid distancing and other health precautions) and was called to order by the Moderator, Donna Cabibbo, at 12:02 p.m.

The Town Warrant calling this business meeting was signed on October 19, 2020 by the Select Board members James J. McCaffrey, Peter C. Jurmain and Erin T. Underhill and was posted on October 22, 2020, by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors:	Christine McCaffrey	Sarah Kerns
	Bonnie Hilton	Samuel Lang
	Anne McManus	Donna Scotland
	Enid Stepner	

Tellers/Constable appointed and sworn in for the meeting:	Christine McCaffrey	Bonnie Hilton
	Sarah Kerns	Samuel Lang
	Anne McManus	Donna Scotland
	Enid Stepner	Nathan Maltinsky (Constable)

Before commencing with the business of the meeting, the Moderator, Donna Cabibbo, asked everyone present to join in pledging allegiance to the Flag.

The Moderator then made opening remarks concerning the nine business articles to be acted upon today. Officials elected and appointed to various Boards and Committees, the Town Administrator, and the Superintendent of Schools prepare article requests. These articles are presented to the Finance Committee which hears all the information. The Finance Committee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at Town Meeting itself. Town Meeting members present today will make the final decision on these budgets and articles.

Ms. Cabibbo introduced Town Officials present who help to prepare the Warrant: Select Board members James McCaffrey, Peter Jurmain and Erin Underhill, Town Administrator Mike Guzinski, Finance Director Carol Johnston, Town Counsel Jay Talerma, Town Clerk Lisa Jane Hardin and Assistant Town Clerk Kathleen Smith.

The Moderator then gave a brief description of the protocol that the Finance Committee review all articles and budget proposals and presents their recommendations for the Town Meeting audience. She also stated her role as Moderator as an independent, elected official who presides over the Town Meeting to insure a fair, orderly, and open consideration of Warrant Articles.

The responsibilities of Town Meeting members include considering articles and debating them. A Finance Committee member will make the initial motion which will be seconded. This person will be recognized to present the rationale for acceptance or defeat of the article under consideration. The Moderator will then open the subject for discussion. All commentary must be directed through the Moderator.

These are some of the issues your Finance Committee, Town Administrator, and Select Board are trying to resolve on a regular basis. The Finance Committee attempts to balance all concerns of the Town and make appropriate recommendations. However, the final decisions will be made today by Town meeting members. The business of the meeting then commenced.

A Motion was made by Jodie Garzon, Chair of the Finance Committee and seconded that the reading of the warrant and return of service thereof be omitted and it was voted. A Motion was made by Jodie Garzon and seconded that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter and it was voted. Ms. Garzon introduced the Finance Committee members: Peter Berube, Vice Chair, Doug Riley, Clerk, Joyce Boiardi, Jim Borgman, Cathy MacInnes, Shawn Power, Craig Schultze and Katie Tieu.

ARTICLE 1. To see if the Town will vote to transfer from Free Cash the sum of **\$16,431.66**, transfer the sum of **\$214.31** from Sewer Enterprise Reserves, and transfer the sum of **\$600.51** from Water Enterprise Reserves, for a total sum of **\$17,246.48** for the unpaid bills as written in the warrant. (Submitted by Select Board)

DEPARTMENT	VENDOR	AMOUNT
Town Administrator	Cyber Com Inc	\$2,500.00
Town Administrator	Town of Millis	\$ 46.04
Town Administrator	AdPrint	\$ 82.00
Town Administrator	Town of Millis	\$ 21.35
Town Administrator	Blue Tarp (Northern Tool)	\$ 19.98
Town Administrator	Conway Technology	\$ 106.20
Town Administrator	Atlas Services Co	\$ 640.00
DPW	WB Mason	\$ 36.65
DPW	WB Mason	\$ 177.66
DPW	Geosphere	\$3,225.00
DPW	Town of Millis	\$ 245.96
DPW	Town of Millis	\$ 224.92
DPW	Town of Millis	\$ 204.00
DPW	Town of Millis	\$ 209.60
DPW	Imperial Ford	\$ 81.60
DPW	Mass mobile Inspections	\$1,375.00
DPW	Safelite Fulfillment, Inc	\$ 454.94
DPW	Turf Products	\$ 82.75
DPW	Woodco Machinery	\$ 313.68
DPW	K & K Mulch	\$ 570.00
DPW	United AG & Turf	\$ 253.67

DEPARTMENT	VENDOR	AMOUNT
DPW	United AG & Turf	\$ 81.40
DPW	United AG & Turf	\$ 95.00
DPW	United AG & Turf	\$ 504.38
DPW	United AG & Turf	\$ 265.64
Fire	TR Miller Co	\$ 504.10
Fire	TR Miller Co	\$ 504.10
Fire	Eversource	\$ 814.64
Police	Eversource	\$3,109.13
Town Clerk	LHS Associates	\$ 213.55
TOTAL GENERAL FUND UNPAID BILLS		\$16,431.66
DPW	WB Mason	\$ 36.65
DPW	WB Mason	\$ 177.66
TOTAL SEWER ENTERPRISE UNPAID BILLS		\$ 214.31
DPW	WB Mason	\$ 36.65
DPW	WB Mason	\$ 177.66
DPW	Mass-EZ pass	\$ 11.65
DPW	Power Up Generator	\$ 167.05
DPW	Power Up Generator	\$ 207.50
TOTAL WATER ENTERPRISE UNPAID BILLS		\$ 600.51
TOTAL UNPAID BILLS		\$17,246.48

VOTED UNANIMOUSLY (4/5ths Vote Required) that the town transfer from Free Cash the sum of **\$16,431.66**, transfer the sum of **\$214.31** from Sewer Enterprise Reserves, and transfer the sum of **\$600.51** from Water Enterprise Reserves, for a total sum of **\$17,246.48** for the unpaid bills as written in the warrant.

ARTICLE 2. To see if the Town will vote to appropriate and raise by taxation the sum of **\$386,188**, by transfer from Marijuana Impact Fees (Free Cash), the sum of **\$95,940**, and transfer from the Ambulance Revolving Fund the sum of **\$85,000**, for a total sum of **\$567,128** for additional wages and expenses not sufficiently funded under Article 3, Operating Budget, of the June 29, 2020 Annual Town Meeting, as written in the warrant. (Submitted by Select Board)
(see Chart of FY21 Operationing Budget Adjustments at end of these minutes)

In addition to other items, staffing hours which had been cut by 10% on July 1 would be re-stored, effective December 1, because the projected financial situation of the Town due to the impact of the pandemic had improved.

VOTED UNANIMOUSLY (Majority Vote Required) that the Town appropriate and raise by taxation the sum of **\$386,188** by transfer from Marijuana Impact Fees (Free Cash) the sum of **\$95,940**, and transfer from the Ambulance Revolving Fund the sum of **\$85,000**, for a total sum of **\$567,128** for additional wages and expenses not sufficiently funded under Article 3, Operating Budget, of the June 29, 2020 Annual Town Meeting, as written in the warrant.

ARTICLE 3. To see if the Town will vote to transfer from Free Cash the sum of **\$97,477**, and transfer from Water Enterprise Reserves the sum of **\$49,158**, and transfer from Sewer Enterprise Reserves the sum of **\$154,932**, and transfer from Stormwater Enterprise Reserves the sum of **\$27,147**, for a total sum of **\$328,714** to fund the following capital items.
(*See Capital Planning Committee Chart at end of these minutes*) (Submitted by Select Board)

Department	Item	Cost
Fire	Turnout Gear	\$ 43,330
Fire	SCBA Bottles	\$ 12,000
Fire	Fire Hose	\$ 15,000
Water/Sewer	Pickup Truck	\$ 44,023
W/S/ST/DPW	Dump Truck	\$108,586
Sewer	I/I Study	\$105,775
Total		\$328,714

VOTED UNANIMOUSLY (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$97,477**, and transfer from Water Enterprise Reserves the sum of **\$49,158**, and transfer from Sewer Enterprise Reserves the sum of **\$154,932**, and transfer from Stormwater Enterprise Reserves the sum of **\$27,147**, for a total sum of **\$328,714** to fund the above mentioned capital items.

ARTICLE 4. To see if the Town will vote to transfer from Free Cash the sum of **\$18,000** for the payment of the first year of a three-year lease/purchase of a Police Cruiser.
(Submitted by Police Chief)

Discussion about the inventory of the police cruisers and why the Town has so many vehicles. Police Chief Soffayer explained the inventory and the maintenance program.

VOTED UNANIMOUSLY (2/3rds Vote Required) that the town transfer from Free Cash the sum of **\$18,000** for the payment of the first year of a three-year lease/purchase of a Police Cruiser.

ARTICLE 5. To see if the Town will vote to appropriate **\$600,000** to pay additional costs of constructing, renovating and remodeling the Town Department of Public Works Facility, which project was initially approved as Article 13 on the Annual Spring Town Meeting of May 13, 2019, and amended by Article 11 of the Annual Spring Town Meeting of June 29, 2020; that to meet this appropriation, **\$200,000** shall be transferred from the Water Enterprise Reserve Fund, **\$200,000** shall be transferred from the Sewer Enterprise Reserve Fund, **\$100,000** shall be transferred from the Stormwater Enterprise Reserve Fund, and the Treasurer, with the approval of the Select Board, is authorized to borrow **\$100,000** in accordance with M.G.L. Ch. 44 §7(1), or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore: Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

(Submitted by Select Board)

Discussion ensued about why the town is using Stormwater money to fund a D.P.W. building. Mr. Angelo stated he has been to several meetings where it was stated that all the stormwater monies will be spent on repairs, not construction.

VOTED UNANIMOUSLY (2/3rds Vote Required) that the town appropriate **\$600,000** to pay additional costs of constructing, renovating and remodeling the Town Department of Public Works Facility, which project was initially approved as Article 13 on the Annual Spring Town Meeting of May 13, 2019, and amended by Article 11 of the Annual Spring Town Meeting of June 29, 2020; that to meet this appropriation, **\$200,000** shall be transferred from the Water Enterprise Reserve Fund, **\$200,000** shall be transferred from the Sewer Enterprise Reserve Fund, **\$100,000** shall be transferred from the Stormwater Enterprise Reserve Fund, and the Treasurer, with the approval of the Select Board, is authorized to borrow **\$100,000** in accordance with M.G.L. Ch. 44, §7(1), or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

ARTICLE 6. To see if the Town will vote to appropriate and raise by taxation the sum of **\$68,750**, and transfer from Water Enterprise Reserves the sum of **\$68,750**, and transfer from Sewer Enterprise Reserves the sum of **\$68,750**, and transfer from Stormwater Enterprise Reserves the sum of **\$68,750**, for a total sum of **\$275,000** for the payment of the first year of a two year lease for Temporary Office Space for the DPW. (Submitted by Select Board)

It was explained that this Article would not be needed since the prior Article 5 passed.

VOTED UNANIMOUSLY (Majority Vote Required) to dismiss Article 6.

ARTICLE 7. To see if the Town will vote to appropriate and raise by taxation the sum of **\$40,000** for tree trimming and removal. (Submitted by Select Board)

The Tree Warden, Mr. Robert 'Brutus' Cantoreggi thanked the town for the money to trim and remove damaged trees. He also explained that Eversource has done a tremendous job taking down trees in Millis, however they only trim and remove trees that are affecting their power lines. Eversource doesn't otherwise trim trees on private property.

VOTED UNANIMOUSLY (Majority Vote Required) that the town appropriate and raise by taxation the sum of **\$40,000** for tree trimming and removal.

ARTICLE 8. To see if the Town will vote to **amend ARTICLE I, Section 1 of the Town's General Bylaws** by deleting the first sentence and replacing it with the following: (Submitted by Select Board)

“The Annual Town Meeting for the transaction of business will be held on the first Monday of May, and the Annual Meeting for the election of officers and such other matters as may be voted on the official ballot will be held on the second Monday in May.”

The current Bylaw requires the Election on the first Monday and the Town Meeting on the second Monday. This change would allow new and retiring Select Board members to participate in the Town Meeting at the end of the year.

VOTED UNANIMOUSLY (Majority Vote Required) that the town **amend ARTICLE I, Section 1 of the Town’s General Bylaws** by deleting the first sentence and replacing it with the following:

“The Annual Town Meeting for the transaction of business will be held on the first Monday of May, and the Annual Meeting for the election of officers and such other matters as may be voted on the official ballot will be held on the second Monday in May.”

ARTICLE 9: The Moderator informed the Town Meeting members that the Planning Board at a public meeting held on Tuesday, October 20, 2020, via Zoom voted unanimously to recommend approval of this article as written to amend various sections of the Millis Center Economic Opportunity Overlay District (MEOCD) and Zoning Map Amendment.

(Submitted by Planning Board)

To see if the Town will vote to amend the Zoning Bylaws, as most recently amended, by amending the various sections as written in the warrant.

- 1) By adding the following parcels to the Millis Center Economic Opportunity Overlay District (MCEOD):

Assessor’s Map 22, Parcels – 33, 32, 31, 30, 26, 17, 16, 15, 13, 12;
Assessor’s Map 23, Parcels – 155, 129, 127, 98, 96, 94, 93, 92, 91, 90
Assessor’s Map 30, Parcels – 12, 74;
Assessor’s Map 31, Parcels – 10, 9, 8

- 2) By amending Section III, Establishment of Zoning District, Subsection C. Zoning Map, “Mixed Use Development Overlay District”, by adding the following street names and parcel numbers:

“Mixed Use Development Overlay District”, said district comprising of the following parcels of land on Main St., Plain St., Spring St., Exchange St., Park Rd., Lavender St., Pleasant St., Farm St. and Hammond Ln. as follows:

Assessor’s Map 22, Parcels – 33, 32, 31, 30, 26, 17, 16, 15, 13, 12;
Assessor’s Map 23, Parcels – 155, 129, 127, 122, 119, 118, 117, 116, 115, 114, 113, 112, 111, 110, 108, 107, 106, 105, 98, 96, 94, 93, 92, 91, 90, 77, 76, 75, 74, 73, 72, 70, 69, 68, 67, 66, 64, 63, 62, 61, 60, 59, 56, 55, 54, 53, 52, 51, 50, 49, 48, 47, 46, 45, 44, 43;
Assessor’s Map 24, Parcels – 122, 121, 115, 114, 112, 54, 53;

Assessor's Map 30, Parcels – 74, 12; and
Assessor's Map 31, Parcels – 10, 9, 8

- 3) By amending the third sentence of Section XIII, Special Permit Conditions, Subsection P.1...
Millis Center Economic Opportunity Overlay District, (MCEOD), "Purpose":

From: "The MCEOD shall hereby be established for that portion of the C-V District between
Plain Street and Auburn Road, on both the North and South sides of Route 109."

To read:

"The MCEOD shall hereby be established for those parcels of the C-V District west of
Plain Street, as more specifically enumerated in Section III.C."

- 4) By amending the Millis Zoning Map to effectuate the changes to the MCEOD and to accurately reference such overlay district, all as shown on a Map on file with the Town Clerk seven days prior to Town Meeting

Discussion about if the town changes the zoning regulations to allow multi-family units in previously single family areas, they must show consideration to the neighbors. Mrs. Judi Ackerman made reference to the Spring Street 40B project which was built "on top of the adjacent homes. The Town needs to keep its charm and character."

PASSED WITH A FEW IN OPPOSITION (2/3rds Vote Required) that the Town **amend the Zoning Bylaws**, by amending the various sections identified in detail in Article 9 above.

Motion made by Jodi Garzon, Chair of Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn the meeting sine die at 1:07 pm, the business of the Warrant having been completed.

Lisa Jane Hardin

Lisa Jane Hardin
Millis Town Clerk

CHART for ARTICLE 2

Department Breakdown	Category	FY21 (5%) vs FY21 TA Prop Variance	Restore Reduction December 1, 2020	Additional Salaries & Expenses	Total FY2021 Budget Adjustments
GENERAL GOVERNMENT					
SELECTMEN/TA	SALARIES	(\$30,899.13)	\$18,024.49		\$18,024.49
SELECTMEN/TA	EXPENSES	\$0.00		\$15,000.00	\$15,000.00
FINANCE DIR/ACCOUNTANT	SALARIES	(\$21,279.95)	\$12,413.30		\$12,413.30
ASSESSORS	SALARIES	(\$13,003.03)	\$7,585.10		\$7,585.10
TREASURER/COLLECTOR	SALARIES	(\$15,718.09)	\$9,168.88		\$9,168.88
IT ADMINISTRATION	EXPENSES	\$0.00	\$0.00	\$20,000.00	\$20,000.00
TOWN COUNSEL	EXPENSES	(\$9,000.00)	\$0.00		\$0.00
TOWN CLERK	SALARIES	(\$8,628.50)	\$5,033.29		\$5,033.29
PLANNING BOARD	SALARIES	(\$2,245.38)	\$1,309.80		\$1,309.80
CONSERVATION	SALARIES	(\$1,683.55)	\$982.07		\$982.07
TOWN BUILDINGS	SALARIES	(\$8,823.20)	\$5,146.87		\$5,146.87
LINE 1 - GENERAL GOVT		(\$111,280.82)	\$59,663.81	\$35,000.00	\$94,663.81
PUBLIC SAFETY					
BUILDING DEPT.	SALARIES	(\$13,197.00)	\$7,698.25		\$7,698.25
LINE 2 - PUBLIC SAFETY		(\$13,197.00)	\$7,698.25	\$0.00	\$7,698.25
EDUCATION					
MILLIS SCHOOLS	SALARIES	(\$296,798.00)	\$173,132.17	\$83,571.43	\$256,703.60
LINE 3 - MILLIS SCHOOLS		(\$296,798.00)	\$173,132.17	\$83,571.43	\$256,703.60
HEALTH & HUMAN SERVICES					
COUNCIL ON AGING	SALARIES	(\$13,401.97)	\$7,817.81		\$7,817.81
LINE 6 HLTH/HUMN SERV		(\$13,401.97)	\$7,817.81	\$0.00	\$7,817.81
CULTURE & RECREATION					
LIBRARY	SALARIES	(\$6,237.96)	\$3,638.81		\$3,638.81
LIBRARY	EXPENSES	(\$6,445.00)	\$3,759.58		\$3,759.58
RECREATION	SALARIES	(\$3,266.49)	\$1,905.45		\$1,905.45
RECREATION	EXPENSES	\$0.00	\$0.00	\$10,000.00	\$10,000.00
LINE 7 CULTURE & RECREATION		(\$15,949.45)	\$9,303.84	\$10,000.00	\$19,303.84
TOTAL BUDGET		(\$450,627.24)	\$257,615.89	\$128,571.43	\$386,187.32

Funding from Marijuana Impact Fund:

Police Salaries (School Resource Officer Salary	\$85,140
Marijuana Stipends (per contract)	\$10,800
	<u>\$95,940</u>

Funding from Ambulance Revolving Fund:

Fire Salaries (Overtime for Safer Grant Employees:	\$60,000
Fire Expenses (Clothing Allowance & Equipment)	\$25,000
	<u>\$85,000</u>

Capital Planning Committee Priorities for November 2020 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
DPW	New dump truck	108,585	Recommend for appropriation
Fire	Self-contained breathing apparatus bottle replacement	12,000	Recommend for appropriation
Police	Replace police cruiser	53,610	Recommend for appropriation
Fire	Turnout gear replacement	43,330	Recommend for appropriation
DPW	Infiltration and inflow assessment	105,775	Recommend for appropriation
School	HVAC repairs and modifications	99,000	Recommend for appropriation
	Subtotal	\$422,300	
Medium priorities			
Fire	Large diameter hose replacement	\$15,000	Recommend for appropriation
Water enterprise	Pickup truck	44,022	Recommend for appropriation
	Subtotal	\$59,022	
Lower priorities			
Council on Aging	Flooring VMB Room 21	8,000	Recommend deferral to later date
Building department	Filing system	7,373	Recommend deferral to later date
	Subtotal	\$15,573	
Deferred consideration			
Stormwater enterprise	Village Street and Birch Street Drainage System Improvements	\$588,881	Recommend deferral to later date
School	Computer Replacement Grade 9 Chromebooks	27,000	Recommend deferral to later date
School	Replace switches for VOIP and PA network	6,000	Recommend deferral to later date
School	Classroom Projectors (20)	9,000	Recommend deferral to later date
School	Skid Steer	45,000	Recommend deferral to later date
Town Buildings	Fire Panel & Fire Sensor Replacement at Veterans Memorial Building	60,640	Recommend deferral to later date
School	Computer replacement laptops for TV production	6,975	Recommend deferral to later date
School	Lockers	20,000	Recommend deferral to later date
School	Wireless network	40,000	Recommend deferral to later date
School	New bus lease	35,000	Recommend deferral to later date
School	Furniture	22,000	Recommend deferral to later date
Total		\$860,496	

BIRTHS RECORDED IN MILLIS - 2020

<u>Date</u>	<u>Child</u>	<u>Parents</u>
Jan. 2	Connor Colin Lancey	Colin B. & Megan K. Casey
Jan. 12	Samuel Levi Heady	Kyle D. & Jennifer A. Ehrlich
Jan. 14	Mayra Kevalkumar Patel	Kevalkumar J. & Rinkalben K. Patel
Jan. 16	Cole Lawrence Whitaker	Christopher D. & Laura K. McKearin
Feb. 6	Caleb Alberto Hoskins	Tucker W. & Vanessa M. Alberto
Feb. 14	Ethan Conor Antin	Jason R. & Tayana C. Chouloute
Feb. 19	Emmeline Nichol Karytko	Peter R. & Sarah R. Nicholson
Feb. 21	Maximiliano --- Sanchez Matos	Jose L. & Mirla O. Matos Medina
Mar. 1	Brynn Elise Simarrian	Brett D. & Kathryn E. McCarron
Mar. 5	Keyaan Jayeshkumar Patel	Jayeshkumar B. & Niruben J. Patel
Mar. 7	Scarlett Blaise Dicato	Mathew S. & Jennifer L. Thompson
Mar. 25	Mason Oak Charbonneau	Malachi J. & Meagan A. O'Hara
Mar. 25	Patrick William Ballute	Michael J. & Kate F. Foley
Mar. 26	Theodore Glyn Udy	Adam --- & Victoria C. Williams
Mar. 27	Madison Elizabeth Jacobi	Taylor Z. & Christie G. Garrity
Mar. 30	Ella Josephine Sevigny	Peter R. & Bethann --- Sheridan
Mar. 31	Raelyn Mackenzie Borgondy	Noah P. & Meghan M. Keeley
Mar. 31	Brian Frederick Sweet Jr.	Brian F. & Molly H. MacNeill
Apr. 4	Katrina Rae Tahan	Christopher R.M. & Meredith N. Tocci
Apr. 17	Christine Ayaka Ide	Jaime S. & Kimika N. Nakaya
Apr. 24	Kate Elizabeth Scotland	Michael J. & Lauren T. Turco
Apr. 27	Chase Daniel Gatto	Daniel F. & Elizabeth M. Parker
May 10	Lydia Marie Craig	Kenneth J. & Kathryn M. Allen
May 10	Luca Joseph Tosi	Jonathan M. & Kathryn E. Simoni
May 10	Rosalie Linnea Graham	Matthew P. & Carolyn M. Stowe
May 15	Ethan Bourne Mussafeer	Surya-Datta & Erin L. Moseley
May 15	Scarlett Jane Rothero	Luke M. & Autumn L. Richard
May 23	Mary Margaret Ryan	Patrick W. & Sharon K. Griffin
May 28	Ryan Patrick Graham	Jason K. & Nicole P. Peeples
June 2	Adeline Hope O'Fallon	Kevin S. & Lindsay P. Holton
July 1	Cameron William Kettle	Ryan S. & Jenna M. Alberghini
July 11	Saylor Maeve McCarthy	Richard M. & Courtney L. Sybertz
July 25	Finley Patrick Moroney	Kevin P. & Michelle E. Carey

<u>Date</u>	<u>Child</u>	<u>Parents</u>
Aug. 5	Ava Sofia Johnson	Mark V. & Christina V. Joniaux
Aug. 6	Micah Emmanuel Turner	Christopher A. & Eviana B. Khai
Sept. 2	James Mitchell Rodio, Jr.	James M. & Ashley E. Salmon
Sept. 16	Zoe --- Shipcka	Klevis --- & Ankela --- Nole
Sept. 20	Stavros Asem Ghobrial	Asem A. & Rasha B. Azer
Sept. 22	Alessandra Carmela Sorrenti	Joseph M. & Janine M. Higgins
Sept. 22	Nora Mae Gaetani	Benjamin M. & Meghan S. Snook
Oct. 1	Luke Armand Dion	Matthew D. & Cassandra M. Piorowski
Oct. 5	Andrew Paul Ward	Cullen A. & Sarah A. Davis
Oct. 7	Steven Carl Webster, Jr.	Steven C. & Holly M. Mathaisel
Oct. 17	Josephine Lara Levin	Andrey A. & Julia --- Gringauz
Oct. 24	Frederick Rieman Keefe	Thomas M. & Margaret L. Murphy
Nov. 6	Ziva --- Rossignol	Blemur P. & Samantha P. Philippe
Nov. 6	John River Hinman	Travis E. & Jody E. Ternus
Nov. 17	Harrison Charles Senapedis	William T. & Joelle M. Pedersen
Nov. 24	Olivia Phoebe Butler	Graham A. & Lisa A. Richmond
Nov. 29	Colette Elizabeth Glynn	Christopher P. & Ashley E. Johnson
Dec. 7	Teagan Lily Murray	Luke K. & Aubrey S. White
Dec. 11	Emma Grace Wallace	Timothy J. & Krissana L. Allen
Dec. 23	Paisley Grace Derbas	Justin R. & Alyssa C. Moslosky

MARRIAGES RECORDED IN MILLIS - 2020

Date	Party A & Party B	Age	Residence	By Whom	Place
Jan. 4	Erica Christine Ghiozzi Saul Jonathan Mendelson	31 33	Millis Millis	Denise I. Murphy Minister	Burlington
Jan. 8	Marilyn W. Porter Gerald Frank Friedler	80 80	Millis Millis	Hollis Schachner Cantor	Wayland
Apr. 25	Madison Tara Leigh Brosler Michael David Meuse	25 26	Millis Millis	Denise Henson-Brosler One Day Solemnizer	Millis
May 24	Zhabrina Andrea Avila de Pino Steven Michael Maniscalco	29 31	Warwick, RI Millis	Alyse Duarte One Day Solemnizer	Millis
May 29	Chevahn Andrea Brown Rhett James Jones	28 38	Boston, MA Boston, MA	Fontella Abrey-Addo Justice of the Peace	Boston
June 6	Lauren Rose Antonucci James Peter Vergados, Jr.	25 26	Millis Millis	Nora Cox One Day Solemnizer	Tyngsborough
June 12	Stephanie Jean Wolfe Julian Bryce Arentsen	22 21	Brandon, MS Millis	Marcus Arentsen One Day Solemnizer	Millis
June 20	Emily Erin Dixon Christopher Lagman Ocampo	35 33	Allston, MA Framingham, MA	Albert Ocampo One Day Solemnizer	Boston
July 2	Raycliff Cronin Hansen Jeffery Lee Gillette	57 60	Millis Millis	Tracy D. Galloway Justice of the Peace	Wrentham
July 11	Rebecca Victoria Gasrow Gallant Daniel Joel Newman	27 33	Millis Millis	Darrell Moore Priest/One Day Solemnizer	Millis

<u>Date</u>	<u>Party A & Party B</u>	<u>Age</u>	<u>Residence</u>	<u>By Whom</u>	<u>Place</u>
July 25	Christina Deborah Pressley Matthew Robert Clark	27 31	Allston, MA Allston, MA	Edward McCabe Minister	Plymouth
Aug. 6	Alexandra Mercedes Sanchez Steven Cooper Soares	27 26	Millis Millis	Donald A. MacMillan Priest	Boston
Aug. 7	Jeanine Marie Chaudler Chris Eugene Hughes	51 53	Millis Millis	Susan B. Green Justice of the Peace	Sherborn
Aug. 8	Natalie Elizabeth Moriarty Todd Russell Young	26 48	Millis Millis	William G. Young US District Judge	Boston
Aug. 8	Meagan Anne Duffy Nickolas T. Haskell	37 37	Millis Millis	Michelle A. Lydon Justice of the Peace	Millis
Aug. 22	Sarah Elizabeth Somers David Michael Ness	23 28	Millis Ft. Saskatchewan, Alberta, Canada	Rev. Douglas S. Hardy Member of the Clergy	Sterling
Aug. 30	Anny Karolyne Pereira Guimaraes Brian Evan McDonald	25 28	Sharon, MA Millis	Emmanuel V. Meimaris Justice of the Peace	Westwood
Sept. 6	Cheryl Hope Binder Steven George Manning	59 64	Millis Braintree, MA	Susan F. Rourke One Day Solemnizer	Millis
Sept. 12	Allison Barbara Jenks Lawrence Bruno Colaluca III	28 29	Millis Millis	Thomas Conte Minister	Walpole
Sept. 19	Lisa M. Mariotti Erick Christian Manda	58 43	Millis Millis	Taylor Diane Sullivan Justice of the Peace	Sherborn
Sept. 20	Sherri Lynn Hofmann Joseph Blaise Ferro, Jr.	56 49	Millis Millis	Susan B. Green Justice of the Peace	Millis

<u>Date</u>	<u>Party A & Party B</u>	<u>Age</u>	<u>Residence</u>	<u>By Whom</u>	<u>Place</u>
Sept. 20	Amy Elizabeth Marques Sundeep Ashok Badwaik	28 28	Millis Millis	Gerardo Navola One Day Solemnizer	Plymouth
Sept. 26	Elizabeth Claire Sheridan Patrick Michael Dixon	28 28	Millis Millis	Rev. Fr. Bradford L. Barco Priest	Millis
Sept. 26	Melissa Ann Magnone Keith Duncan Powers	39 34	Millis Millis	Keith F. Powers Minister	Millis
Sept. 26	Nicole Marie Pizzi Jamison Drew Ratcliffe	27 26	Millis Millis	Janet L. Waters One Day Solemnizer	Abington
Oct. 9	Chelsea Elizabeth Walker Ryan MacLean Green	28 28	Millis Millis	Robert E. Walker One Day Solemnizer	Scituate
Oct. 10	Sandra Lee Downing Richard Stephen Joyce	60 61	Millis Millis	Carol B. Mushnick One Day Solemnizer	Millis
Oct. 17	Khushbu Atul Desai Ravi Bipin Patel	29 29	Millis Norton, MA	Karishma Desai One Day Solemnizer	Millis
Nov. 28	Katherine Rachelle Roose John Matthew Redhead	25 25	Millis Millis	Peter J. Kevorkian One Day Solemnizer	Westwood
Dec. 4	Elaine Mary Vrooman Brian Michael O'Donnell	55 58	Millis Millis	Robert Clark Minister	Millis
Dec. 10	Julie Marie Washek Angelos -- Tratsis	24 31	Millis Millis	Emmanuel V. Meimaris Justice of the Peace	Westwood

DEATHS RECORDED IN MILLIS - 2020

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
Jan. 8	Samuel -- Dowd	28 Spring Street	42
Jan. 9	Catherine Theresa Hoey (Moriello)	692 Main Street	76
Jan. 9	Raymond V. Mandeville (Vet.)	47 Irving Street	81
Jan. 10	Patricia A. Mandeville (Ward)	47 Irving Street	75
Jan. 15	Jakob -- Keller	26 Middlesex Street	91
Jan. 26	Edwin J. Fitzgerald (Vet.)	2 J. William Heights	82
Jan. 29	Wade G. Williams (Vet.)	21 Stoney Brook Drive #7	81
Feb. 3	Scott A. Zager	79 Farm Street	50
Feb. 17	Ronald B. Spearing (Vet.)	275 Orchard Street	89
Feb. 18	Gloria M. Quinzani (Waterman)	132 Island Road	82
Feb. 22	Beverly M. McCarter (Durfée)	29 Bridge Street	92
Feb. 26	Suzanne -- Harding (Prince)	216 Plain Street	64
Mar. 23	Marcia F. Defanti (McLeod)	969 Main Street Unit #10	86
Apr. 2	Joan A. Lockerby (Caruso)	11 Rosenfeld Road	64
Apr. 3	John G. Katinger	106 Orchard Street	77
Apr. 4	Douglas -- McCarter (Vet.)	34 Bridge Street	90
Apr. 5	Elias A. Elias	878 Main Street	79
Apr. 6	Robert J. LeBlanc (Vet.)	94 Acorn Street	87
Apr. 10	Michael J. Caulfield (Vet.)	15 Hilltop Drive	77
Apr. 13	Barbara M. Joyce (Shields)	237 Orchard Street	91
Apr. 14	Elli -- Konstantopoulos (Lemonopoulos)	24 Stoney Brook Dr. #8	93
Apr. 15	Keith -- Artis	48 Timberline Road	58
Apr. 17	Esther E. Schoof (Preisinger)	11 Irving Street	89
Apr. 27	Jeannette B. Reilly (McWilliams)	28 Hemlock Circle	81
Apr. 29	Dora Joanne Borgesen (Williams)	666 Main Street	88
Apr. 29	Armin Lewis Burdick	60 Spencer Street	27
May 1	Robert Thomas Whitman (Vet.)	4 Rockville Meadows	77
May 4	Paul -- Thomas (Vet.)	37 Island Road	77
May 13	Charles P. Doyle, Jr. (Vet.)	11 Hilltop Drive	91
May 21	David F. Moore	253 Pleasant Street	74
May 24	Vickie Lee Philben (Mathewson)	41 Pleasant Street	60
June 8	Tracey Lynn Woods (Carlson)	163 Curve Street #M2	50
June 26	Justin F. Power (Vet.)	411 Union Street #11D	90
July 3	Anne Marie Bacchiocchi (Allard)	45 Stoney Brook Drive #8	65
July 4	Virginia Frances McElroy (Burgess)	2 Baltimore Street	68
July 9	Eleanor -- Holmes (Bissell)	9 Woodlawn Drive	95
July 20	Anne Caroline Rich (MacFadyen)	351 Orchard Street	77
July 24	John J. Griffin (Vet.)	39 Ross Avenue	74
Aug. 12	Bozena Terezie Todorov (Okenkova)	61 Island Road	91
Aug. 15	Patricia J. Brady	30 Timberline Road	48
Aug. 28	Lewis Albert Bergins	172 Farm Street	81
Aug. 30	Beverly A. Temple (Malatesta)	245 Ridge Street	76
Aug. 31	Jonathan Edward Holden	174 Pleasant Street	38

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
Sept. 2	Robert W. DiCenzo, Jr.	2 Spencer Street	47
Sept. 15	Filomena M. Renzi (Apone)	6 Henry Way	98
Sept. 24	Mark Joseph McCurley	8 Bow Street	65
Oct. 3	Richard W. Lonsdale (Vet.)	18 Cedar Square	72
Oct. 8	Elizabeth Ann DeAngelis (Smith)	174 Spring Street	86
Oct. 12	William F. Whelan	68 Village Street	84
Oct. 18	Margaret C. Coyle (Schultz)	54 Stoney Brook Drive #6	76
Oct. 18	Noreen B. Fitzgerald (Beccia)	12 George Avenue	69
Oct. 18	Margaret Eleanor Kell (Warren)	76 Farm Street	94
Oct. 28	John Gregory Harding	216 Plain Street	66
Nov. 6	Mary K. Newsham (Moy)	9 Lexington Lane	72
Nov. 11	Douglas A. DeDoming (Vet.)	47 Hilltop Drive	89
Nov. 15	Kevin -- Muldoon (Vet.)	252 Orchard Street	72
Nov. 25	Janis -- Knospins	279 Orchard Street	83
Nov. 27	Charles Richard Matarazzo	151 Farm Street	79
Dec. 2	Jennie Rose Palange (Agostino)	53 Bow Street	94
Dec. 2	Steven -- Collari	37 Norfolk Road	59
Dec. 9	Joan D. Fallon (Dion)	328 Kennedy Terrace #B	84
Dec. 16	Robert A. Sheehy	38 Winter Street	70
Dec. 20	Donald Henry Oneto (Vet.)	11 Shannon Lane	88
Dec. 23	Eugene J. Zonghi (Vet.)	23 Brookview Road	85
Dec. 30	Catherine F. Travers (Conway)	32 Rockville Meadows	83

VETERANS' DEATHS RECORDED IN MILLIS - 2020

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Service</u>	<u>Age</u>
Jan. 9	Raymond V. Mandeville	47 Irving Street	Army/Korea	81
Jan. 26	Edwin J. Fitzgerald	2 J. William Heights	Army/Vietnam	82
Jan. 29	Wade G. Williams	21 Stoney Brook Dr. #7	Army/Vietnam	81
Feb. 17	Ronald B. Spearing	275 Orchard Street	Air Force/Korea	89
Apr. 4	Douglas -- McCarter	34 Bridge Street -Army/Cuban Missile Crisis		90
Apr. 6	Robert J. LeBlanc	94 Acorn Street	Army/Korea	87
Apr. 10	Michael J. Caulfield	15 Hilltop Drive	Army/Vietnam	77
May 1	Robert Thomas Whitman	4 Rockville Meadows	Army/Vietnam	77
May 4	Paul -- Thomas	37 Island Road	Army/National Guard	77
May 13	Charles P. Doyle, Jr.	11 Hilltop Drive	Army/Korea	91
June 26	Justin F. Power	411 Union Street #11D	Navy/Korea	90
July 24	John J. Griffin	39 Ross Avenue	Marine Corps/Vietnam	74
Oct. 3	Richard W. Lonsdale	18 Cedar Square	Marine Corps/Vietnam	72
Nov. 11	Douglas A. DeDoming	47 Hilltop Drive	Army/Korea	89
Nov. 15	Kevin -- Muldoon	252 Orchard Street	Navy/Vietnam	72
Dec. 20	Donald Henry Oneto	11 Shannon Lane	Army/Korea	88
Dec. 23	Eugene J. Zonghi	23 Brookview Road	Army/Korea	85

Prospect Hill Cemetery Burials 2020

<u>Deceased Name</u>	<u>Residence</u>	<u>Date of Burial</u>	<u>Veteran</u>
Natalie M. Bosse	Millis	January 4	
Baby Kiyooka	Millis	March 28	
Mary H. Vopicelli	Wilton, NH	April 3	
Marcia F. DeFanti	Millis	April 4	
Ruth Dixon	Norwood, MA	April 15	
Josephine Federico Rosati	Millis	April 18	
Emilio Rosati	Millis	April 18	
Keith Artis	Millis	April 22	
Sean Caulfield	Scotland, UK	April 27	
Michael J. Caulfield	Millis	April 27	Army/Vietnam
Jeanette B. Reilly	Millis	April 29	
Veeda C. Cabana	Pencook, NH	May 12	
Barbara Joyce	Millis	May 16	
Sandra Lee Alker	Springfield, MA	May 16	
Noreen J. Lilja	Natick, MA	June 5	
Samuel Winiker	Jupiter, FL	June 11	
Alfred Souza	Freeport, ME	June 19	
Ruth Chism	Franklin, MA	June 23	
Bennett L. Generazio	Medway, MA	July 17	
Douglas McCarter	Millis	July 22	Army/Cuban Missile Crisis
John J. Griffin	Millis	July 22	Marine Corps/Vietnam
Eleanor Holmes	Millis	July 23	
Justin F. Power	Millis	July 24	Navy/Korea
Catherine Dixon	Avon Park, FL	August 3	
Rosemary Hurley	Douglas, MA	August 6	
Charles Morey	Hopkinton, MA	August 8	
Patricia J. Brady	Millis	August 24	
Lewis A. Bergins	Millis	September 2	
Beverly McCarter	Millis	September 8	
John W. Durfee	Cary, NC	September 8	
Robert W. DiCenzo, Jr.	Millis	September 11	
Alyssa Segal	Franklin, MA	September 23	
Elaine Rooney Wood-Chisholm	Millis	September 25	
Elizabeth Ann DeAngelis	Millis	October 13	
Patricia Keaney	Hampton, NH	October 16	
William F. Whelan	Millis	October 19	
Margaret E. Kell	Millis	October 24	
Douglas A. DeDoming (Sr.)	Millis	November 18	Army/Korea
Jennie R. Palange	Millis	December 7	
Robert A. Sheehy	Millis	December 30	

Employees by Dept. & Last Name		Position	Salary		Other	OT	Detail	Total Gross
SCHOOL-TEACHER								
Adams, Michelle		Teacher	\$ 80,105.19	\$ 1,212.50				\$ 81,317.69
Alan, Rachel		Teacher	\$ 74,535.88	\$ 1,818.00				\$ 76,353.88
Alonada, Scott		Teacher	\$ 92,820.90	\$ 2,695.48				\$ 95,516.38
Al-Haza, Sarah		Teacher	\$ 97,580.90					\$ 97,580.90
Ames, Sara		Teacher	\$ 101,499.02	\$ 499.98				\$ 101,999.00
Annunziato, Kelly		Teacher	\$ 31,234.66					\$ 31,234.66
Awdycki, Mark		Teacher	\$ 104,226.17	\$ 2,102.98				\$ 106,329.15
Baglioni, Krista		Teacher	\$ 84,291.00	\$ 797.00				\$ 85,088.00
Ball, Amy		Teacher	\$ 49,301.02	\$ 1,250.10				\$ 50,551.12
Bartley, Victoria		Teacher	\$ 90,608.10	\$ 3,274.98				\$ 93,883.08
Basile, Caelah		Teacher	\$ 101,509.02	\$ 1,296.98				\$ 102,806.00
Benham, Lance		Teacher	\$ 95,333.66	\$ 7,803.00				\$ 103,136.66
Bernier-Garzon, Cathleen		Teacher	\$ 101,509.02	\$ 5,822.96				\$ 107,331.98
Bigelow, Stephen		Teacher	\$ 101,534.02	\$ 5,161.80				\$ 106,695.82
Botelho, Kristine		Teacher	\$ 94,637.02	\$ 1,240.00				\$ 95,877.02
Brodeur, Marissa		Teacher	\$ 50,275.44					\$ 50,275.44
Browning, Sarah		Teacher	\$ 83,441.56	\$ 3,220.10				\$ 86,661.66
Cantoreggi, Wendi		Teacher	\$ 92,725.06	\$ 499.98				\$ 93,225.04
Carlson, Jennifer		Teacher	\$ 101,484.02	\$ 750.10				\$ 102,234.12
Carr, Barbara		Teacher	\$ 90,775.10	\$ 1,547.10				\$ 92,322.20
Carter, Michael		Teacher	\$ 87,492.10	\$ 1,547.50				\$ 89,039.60
Caulfield, Mark		Teacher	\$ 90,758.10	\$ 2,250.10				\$ 93,008.20
Chaplin, Carolyn		Teacher	\$ 54,433.12					\$ 54,433.12
Cheney, Erin		Teacher	\$ 74,051.04	\$ 419.50				\$ 74,470.54
Chisholm, Jennifer		Teacher	\$ 85,123.74	\$ 1,927.60				\$ 87,051.34
Cohen, Adria		Teacher	\$ 101,609.02	\$ 1,499.90				\$ 103,108.92
Colcord, Amie		Teacher	\$ -					\$ -
Cole, Kelsey		Teacher	\$ 24,864.10					\$ 24,864.10
Colwell, Julie		Teacher	\$ 77,439.96					\$ 77,439.96
Copice, Stephanie		Teacher	\$ 93,056.34	\$ 7,360.98				\$ 100,417.32
Corcoran, Timothy		Teacher	\$ 2,605.00					\$ 2,605.00

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
Day, Amy		Teacher	\$ 55,843.43	\$ 804.75			\$ 56,648.18
D'Espinosa, Mary-Ellen		Teacher	\$ 96,657.81	\$ 8,605.99			\$ 105,263.80
Digiammerino, David		Teacher	\$ 104,502.06	\$ 499.98			\$ 105,002.04
Divver, Patricia		Teacher	\$ 101,504.02	\$ 8,019.82			\$ 109,523.84
Doherty, Carolyn		Teacher	\$ 27,204.06				\$ 27,204.06
Doherty, Margaret		Teacher	\$ 101,459.02	\$ 800.10			\$ 102,259.12
Downs, Rachel		Teacher	\$ 54,433.12				\$ 54,433.12
Dunn, Riley		Teacher	\$ 69,579.42	\$ 2,525.30			\$ 72,104.72
Eaton, Jennifer		Teacher	\$ 101,484.02	\$ 1,199.90			\$ 102,683.92
Fallon, Anthony		Teacher	\$ 98,542.04	\$ 499.98			\$ 99,042.02
Fallon, David		Teacher	\$ 101,504.02	\$ 8,792.10			\$ 110,296.12
Femino, Mark		Teacher	\$ 84,653.92	\$ 4,761.23			\$ 89,415.15
Fitzgerald, Yvonne		Teacher	\$ 98,577.04	\$ 4,917.10			\$ 103,494.14
Foley, Sarah		Teacher	\$ 61,226.92				\$ 61,226.92
Gately, Diana		Teacher	\$ 97,580.90				\$ 97,580.90
George, Arppana		Teacher	\$ 31,760.13	\$ 15,666.60			\$ 47,426.73
Giunta, Lindsey		Teacher	\$ 97,580.90	\$ 797.00			\$ 98,377.90
Granchelli, Patricia		Teacher	\$ 83,629.49				\$ 83,629.49
Guertin, Jennifer		Teacher	\$ 92,685.06	\$ 2,969.98			\$ 95,655.04
Hackett, Miranda		Teacher	\$ 98,527.04	\$ 1,547.10			\$ 100,074.14
Haggerty, Carol		Teacher	\$ 86,651.98	\$ 1,830.98			\$ 88,482.96
Hayden, Rachel		Teacher	\$ 65,145.12				\$ 65,145.12
Hernandez, Miguelina		Teacher	\$ 101,459.02	\$ 5,822.96			\$ 107,281.98
Hickey, Deborah		Teacher	\$ 101,474.02	\$ 3,278.10			\$ 104,752.12
Hodge, April		Teacher	\$ 65.00				\$ 65.00
Howden, Timothy		Teacher	\$ 80,611.80	\$ 3,402.00			\$ 84,013.80
Hurvitz, Michelle		Teacher	\$ 91,097.02				\$ 91,097.02
Ingraham, Thomas		Teacher	\$ 84,653.92	\$ 3,058.30			\$ 87,712.22
Jones, Michelle		Teacher	\$ 101,539.02	\$ 5,643.48			\$ 107,182.50
Kalaitzidis, Christina		Teacher	\$ 61,383.92				\$ 61,383.92
Kalmbach, Faye		Teacher	\$ 98,502.04	\$ 2,750.10			\$ 101,252.14
Keane, Kristen		Teacher	\$ 74,655.75				\$ 74,655.75
Kendrick, Scott		Teacher	\$ 101,524.02	\$ 499.98			\$ 102,024.00

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
Kepple, Jessica		Teacher	\$ 84,262.64				\$ 84,262.64
Kraby, Brian		Teacher	\$ 101,639.02	\$ 7,532.00			\$ 109,171.02
Lafferty, Lisa		Teacher	\$ 92,735.06	\$ 1,296.98			\$ 94,032.04
Lahah, Michele		Teacher	\$ 98,502.04	\$ 1,739.98			\$ 100,242.02
Laney, Samantha		Teacher	\$ 93,117.56	\$ 2,495.00			\$ 95,612.56
Lawler Gough, Rachel		Teacher	\$ 84,497.46				\$ 84,497.46
Leman, April		Teacher	\$ 92,685.06	\$ 499.98			\$ 93,185.04
Lovetere, Kaitlin		Teacher	\$ 78,448.65				\$ 78,448.65
Lung, Becket		Teacher	\$ 36,263.28	\$ 500.00			\$ 36,763.28
Maguire, Janet		Teacher	\$ 92,710.06	\$ 1,250.10			\$ 93,960.16
Mammion, Danielle		Teacher	\$ 90,623.10	\$ 6,394.42			\$ 97,017.52
Manthei, Heidi		Teacher	\$ 102,766.48	\$ 750.10			\$ 103,516.58
Mckay, Michael		Teacher	\$ 90,378.08	\$ 797.00			\$ 91,175.08
Mellin, Jaclyn		Teacher	\$ 84,134.00				\$ 84,134.00
Merusi, Camille		Teacher	\$ 101,484.02	\$ 1,547.10			\$ 103,031.12
Migos, Vasilia		Teacher	\$ 54,735.54				\$ 54,735.54
Molloy, Elise		Teacher	\$ 98,197.38				\$ 98,197.38
Monaghan, Sharon		Teacher	\$ 99,026.59	\$ 2,347.48			\$ 101,374.07
Monteiro-Bernard, Renee		Teacher	\$ 35,823.50				\$ 35,823.50
Muldoon, Julie		Teacher	\$ 74,854.00	\$ 1,195.50			\$ 76,049.50
Nardone, Christopher		Teacher	\$ 71,283.94	\$ 1,797.00			\$ 73,080.94
Neville, Patrick		Teacher	\$ 68,894.88	\$ 199.25			\$ 69,094.13
Norton, Janice		Teacher	\$ 90,593.10	\$ 3,438.10			\$ 94,031.20
Paladino, Nicole		Teacher	\$ 101,489.02	\$ 2,496.98			\$ 103,986.00
Panciocco, Glen		Teacher	\$ 102,240.54	\$ 5,212.40			\$ 107,452.94
Panciocco, Michelle		Teacher	\$ 97,675.90	\$ 1,427.50			\$ 99,103.40
Perachio, Mollie		Teacher	\$ 90,593.10	\$ 499.98			\$ 91,093.08
Phinney, Derek		Teacher	\$ 78,039.96	\$ 1,996.00			\$ 80,035.96
Poulos, James		Teacher	\$ 68,869.88				\$ 68,869.88
Rao, Kelly		Teacher	\$ 90,246.08	\$ 797.00			\$ 91,043.08
Robinson, Mara		Teacher	\$ 90,250.83	\$ 1,240.00			\$ 91,490.83
Rooney, Christina		Teacher	\$ 92,802.81	\$ 2,873.10			\$ 95,675.91
Saccardo, Molly		Teacher	\$ 90,841.35	\$ 2,513.48			\$ 93,354.83

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
Saegh, John		Teacher	\$ 80,117.92	\$ 1,953.75			\$ 82,071.67
Scotland, Lauren		Teacher	\$ 67,724.02				\$ 67,724.02
Sears, Allison		Teacher	\$ 80,889.74				\$ 80,889.74
Shaughnessy, Diane		Teacher	\$ 97,605.90				\$ 97,605.90
Shepardson, Michelle		Teacher	\$ 91,941.11	\$ 3,111.99			\$ 95,053.10
Shockley, Janet		Teacher	\$ 95,230.10	\$ 1,189.50			\$ 96,419.60
Skelly, Carolyn		Teacher	\$ 85,781.36	\$ 750.10			\$ 86,531.46
Sullivan, Erin		Teacher	\$ 92,735.06	\$ 1,554.50			\$ 94,289.56
Talmadge-Keimig, Barbara		Teacher	\$ 78,801.58	\$ 750.10			\$ 79,551.68
Tashian, Kelly		Teacher	\$ 98,502.04	\$ 800.10			\$ 99,302.14
Tenreiro-Viana, Lelia		Teacher	\$ 9,042.50	\$ 25.00			\$ 9,067.50
Tower, Jennifer		Teacher	\$ 13,171.86				\$ 13,171.86
Tucker, Annette		Teacher	\$ 94,632.02	\$ 797.00			\$ 95,429.02
Valluzzi, Anne		Teacher	\$ 101,534.02	\$ 499.98			\$ 102,034.00
White, Janine		Teacher	\$ 82,682.12				\$ 82,682.12
White, Joel		Teacher	\$ 76,443.10				\$ 76,443.10
White, Patricia		Teacher	\$ 94,582.02				\$ 94,582.02
Young, Meredith		Teacher	\$ 90,984.88	\$ 398.50			\$ 91,383.38
Ziemba, Maryann		Teacher	\$ 92,154.24	\$ 2,099.60			\$ 94,253.84
Zitoli, Olivia		Teacher	\$ 36,001.20	\$ 16,449.80			\$ 52,451.00
SCHOOL-ADMINISTRATION							
Gustafson, Nancy		Superintendent	\$ 202,183.08	\$ 3,748.25			\$ 205,931.33
Grant, Charles		Dir Of Stud Affairs/Athlet Dir	\$ 138,974.17	\$ 7,450.00			\$ 146,424.17
Knowlton, Maureen		School Principal	\$ 132,697.05	\$ 6,844.20			\$ 139,541.25
Lynn, Joan		School Curriculum Director	\$ 139,901.19	\$ 9,071.50			\$ 148,972.69
Marks-Henning, Sue		Dir Of Student Services	\$ 149,296.42	\$ 4,046.62			\$ 153,343.04
Mullaney, Robert		Superintendent	\$ 153,814.88	\$ 13,541.50			\$ 167,356.38
Phelps, Jason		School Principal	\$ 37,491.06	\$ 1,000.00			\$ 38,491.06
Russo, Joseph		School Principal	\$ 102,479.00	\$ 2,522.15			\$ 105,001.15
Starr, Jennifer		Technology Director	\$ 111,152.09				\$ 111,152.09
Wiggin, Terry		Supt Office Manager	\$ 114,859.52	\$ 2,129.35			\$ 116,988.87

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
SCHOOL-OTHER							
Farias, Jamie-Lynne		Athletic Trainer	\$ 36,968.01		\$ 811.22		\$ 37,779.23
Lutton, Jennifer		BCBA	\$ 86,776.03	\$ 910.50			\$ 87,686.53
Geary, Paul		Bus Driver No Cdl	\$ 18,011.84				\$ 18,011.84
Long, Irene		Bus Driver No Cdl	\$ 2,708.65				\$ 2,708.65
Maloney, John		Bus Driver No Cdl	\$ 18,376.82	\$ 695.68			\$ 19,072.50
Maloney, Marianne		Bus Driver No Cdl	\$ 18,348.56	\$ 1,200.80			\$ 19,549.36
Leblanc-Macneil, Lynn		Bus Driver W/ Cdl	\$ 19,043.68	\$ 1,337.09			\$ 20,380.77
Bannister, Richard		Bus Driver No Cdl	\$ 514.64				\$ 514.64
Carbeau, Cynthia		Bus Driver No Cdl	\$ 20,979.10	\$ 2,938.56			\$ 23,917.66
Davis, James		Bus Driver No Cdl	\$ 7,056.37				\$ 7,056.37
Hidalgo, Dulce		Bus Driver No Cdl	\$ 24,077.19	\$ 570.74			\$ 24,647.93
Meek, Jane		Bus Driver No Cdl	\$ 20,257.33	\$ 3,333.96			\$ 23,591.29
Monroe, Joanne		Bus Driver No Cdl	\$ 8,310.88	\$ 75.00			\$ 8,385.88
Progri, Eduard		Bus Driver No Cdl	\$ 31,631.70	\$ 3,287.35			\$ 34,919.05
Schmall, Randall		Bus Driver No Cdl	\$ 532.95				\$ 532.95
Wierzbicki, Kathryn		Bus Driver No Cdl	\$ 20,564.15	\$ 895.02			\$ 21,459.17
Caprigno, John		Bus Driver W/ Cdl	\$ 23,104.23	\$ 6,472.07	\$ 1,062.81		\$ 30,639.11
Colantoni, Jean		Bus Driver W/ Cdl	\$ 23,443.54	\$ 1,215.36			\$ 24,658.90
Daoulabani, Joy		Bus Driver W/ Cdl	\$ 230.81	\$ 60.21			\$ 291.02
Geddes, Catherine		Bus Driver W/ Cdl	\$ 23,627.87	\$ 858.00			\$ 24,485.87
Geddes, Robert		Bus Driver W/ Cdl	\$ 23,647.71	\$ 712.80			\$ 24,360.51
Heinz, John		Bus Driver W/ Cdl	\$ 21,538.40	\$ 1,287.52			\$ 22,825.92
Rice, Duane		Bus Driver W/ Cdl	\$ 4,121.61	\$ 50.00			\$ 4,171.61
Rogers, Lisa		Bus Driver W/ Cdl	\$ 42,745.84	\$ 3,862.05	\$ 4,459.60		\$ 51,067.49
Shannon, Robert		Bus Driver W/ Cdl	\$ 5,829.70	\$ 2,083.10			\$ 7,912.80
Wyatt, Mary		Bus Driver W/ Cdl	\$ 3,926.10				\$ 3,926.10
Buchanan, James		Bus/Van Monitor	\$ 21,277.60	\$ 1,029.48			\$ 22,307.08
Grant, Richard		Bus/Van Monitor	\$ 749.50				\$ 749.50
Hume, Anastasia		Bus/Van Monitor	\$ 15,912.80	\$ 2,937.52			\$ 18,850.32
Wainwright, Danielle		Bus/Van Monitor	\$ 1,489.34	\$ 1,019.32			\$ 2,508.66
Tyner, Ann		Cafeteria Manager	\$ 11,177.59				\$ 11,177.59
Vaccaro, Maria		Cafeteria Substitute	\$ 224.85				\$ 224.85

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
Barr, Jacqueline		Cafeteria Worker	\$ 20,806.09	\$ 1,161.78			\$ 21,967.87
Didonato, Arlene		Cafeteria Worker	\$ 15,171.24	\$ 1,022.20			\$ 16,193.44
Howell, Catherine		Cafeteria Worker	\$ 15,148.56	\$ 450.00	\$ 223.32		\$ 15,821.88
Kazis, Jennifer		Cafeteria Worker	\$ 20,936.70				\$ 20,936.70
Lazare, Pattee		Cafeteria Worker	\$ 27,462.14		\$ 1,018.99		\$ 28,481.13
Phillips, Barbara		Cafeteria Worker	\$ 15,473.07				\$ 15,473.07
Tarara-Woods, Gina		Cafeteria Worker	\$ 11,507.82				\$ 11,507.82
Wainwright, Andrea		Cafeteria Worker	\$ 11,302.11		\$ 179.28		\$ 11,481.39
Connolly, Christopher		Custodian	\$ 35,847.24	\$ 51.41	\$ 3,940.44		\$ 39,839.09
Connolly, Patrick		Custodian	\$ 35,847.24	\$ 45.78	\$ 4,198.96		\$ 40,091.98
Johnson, Arthur		Custodian	\$ 49,458.00	\$ 3,347.69	\$ 8,786.32		\$ 61,592.01
Lopez, Angel		Custodian	\$ 48,059.30	\$ 923.32	\$ 3,448.80		\$ 52,431.42
Manson, Benjamin		Custodian	\$ 50,892.40	\$ 971.75	\$ 4,821.17		\$ 56,685.32
Olson, Dana		Custodian	\$ 47,783.07	\$ 2,550.00	\$ 1,748.22		\$ 52,081.29
Reilly, Paul		Custodian	\$ 8,534.68	\$ 15.94	\$ 1,707.86		\$ 10,258.48
Tingley, Bryon		Custodian	\$ 48,462.05	\$ 1,459.97	\$ 7,088.77		\$ 57,010.79
Tingley, Paul		Custodian	\$ 10,965.92	\$ 5,508.77			\$ 16,474.69
Towne, Andrew		Custodian	\$ 40,739.30	\$ 788.59	\$ 1,555.06		\$ 43,082.95
Borst, Ella		Group Leader 1	\$ 1,839.40				\$ 1,839.40
Peros, Zoe		Group Leader 2	\$ 17,539.18				\$ 17,539.18
Akins, Mary Ellen		Extended Day	\$ 12,384.50				\$ 12,384.50
Ashiagbor, Kweku		Extended Day	\$ 1,185.00				\$ 1,185.00
Benjamin, Julia		Extended Day	\$ 3,753.04				\$ 3,753.04
Boynton, Shaeleigh		Extended Day	\$ 259.88				\$ 259.88
Brynczka, Rachel		Extended Day	\$ 3,280.20				\$ 3,280.20
Delucia, Natalia		Extended Day	\$ 7,582.50				\$ 7,582.50
Doyle, Abigail		Extended Day	\$ 1,792.50				\$ 1,792.50
Eldridge, Ellen		Extended Day	\$ 20,648.74				\$ 20,648.74
Hurney, Maya		Extended Day	\$ 1,303.50				\$ 1,303.50
Kennedy, Lindsay		Extended Day	\$ 3,108.41				\$ 3,108.41
Langley, Amanda		Extended Day	\$ 3,060.00				\$ 3,060.00
Lauria, Christine		Extended Day	\$ 62.50				\$ 62.50
Maloney, Katherine		Extended Day	\$ 1,376.25				\$ 1,376.25

Employees by Dept. & Last Name	Position	Salary	Other	OT	Detail	Total Gross
Maloney, Richard	Extended Day	\$ 3,911.65				\$ 3,911.65
Malzone, Nancy	Extended Day	\$ 23,857.22	\$ 4,795.50			\$ 28,652.72
Mancini, Elaine	Extended Day	\$ 18,139.00				\$ 18,139.00
Miga, Katherine	Extended Day	\$ 2,350.50				\$ 2,350.50
Moran, Stacey	Extended Day	\$ 3,675.00				\$ 3,675.00
O'Reilly, Susan	Extended Day	\$ 13,260.00				\$ 13,260.00
Peiler, Victoria	Extended Day	\$ 10,956.50				\$ 10,956.50
Reilly, Judy	Extended Day	\$ 30,146.57	\$ 560.50	\$ 64.13		\$ 30,771.20
Rubalcaba, Stella	Extended Day	\$ 1,974.40				\$ 1,974.40
Sheehan, Claire	Extended Day	\$ 1,694.26				\$ 1,694.26
Vaillancourt, Alexi	Extended Day	\$ 2,008.13				\$ 2,008.13
Works, Jennifer	Extended Day	\$ 4,856.84				\$ 4,856.84
Noonan, Jeanne	Extended Day Director	\$ 85,015.42				\$ 85,015.42
Cleary, Joanne	Super Secretary	\$ 56,848.40	\$ 7,600.00			\$ 64,448.40
Blanchette, Karen	Secretary Contrac	\$ 58,084.32	\$ 2,569.64			\$ 60,653.96
Bush, David	Lead Computer Tech	\$ 64,368.08		\$ 3,920.00		\$ 68,288.08
Corcoran, Darius	Lead Computer Tech	\$ 53,451.82		\$ 375.00		\$ 53,826.82
Davies, Judith	Lead Computer Tech	\$ 54,491.42				\$ 54,491.42
Tirrell, Donald	Lead Computer Tech	\$ 79,594.68	\$ 1,461.90	\$ 3,440.00		\$ 84,496.58
Clark, Zachary	Leader In Training	\$ 4,621.16				\$ 4,621.16
Poulten, Dara	Long Term Sub Teacher	\$ 7,240.00				\$ 7,240.00
Fagan, Bridget	Misc School	\$ 2,715.00				\$ 2,715.00
Jubb, Ryan	Misc School	\$ 2,831.50				\$ 2,831.50
Lortie, Suzanne	Misc School	\$ 1,187.50	\$ 15,887.50			\$ 17,075.00
White, Sean	Misc School	\$ 2,565.00				\$ 2,565.00
Davenport, Lauren	Paraprofessional	\$ 9,424.81				\$ 9,424.81
Graham, Shannon	Paraprofessional	\$ 25,895.75	\$ 7,308.17			\$ 33,203.92
Howley, Charlene	Paraprofessional	\$ 28,387.04	\$ 6,585.81			\$ 34,972.85
Lund, Jennifer	Paraprofessional	\$ 25,990.69	\$ 1,977.62			\$ 27,968.31
Macgowan, Brett	Paraprofessional	\$ 24,282.64	\$ 2,090.54			\$ 26,373.18
Martinez, Janette	Paraprofessional	\$ 4,533.79	\$ 187.00			\$ 4,720.79
Morrill, Elizabeth	Paraprofessional	\$ 17,131.00				\$ 17,131.00
Corsi, Karen	Paraprofessional	\$ 35,187.53	\$ 957.50			\$ 36,145.03

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
Alonzo, Alma	Paraprofessional		\$ 15,594.01	\$ 22,513.80			\$ 38,107.81
Boissy, Katherine	Paraprofessional		\$ 29,371.94	\$ 3,483.75			\$ 32,855.69
Burns, Doreen	Paraprofessional		\$ 28,615.12	\$ 3,777.15			\$ 32,392.27
Cairney, Michelle	Paraprofessional		\$ 20,127.10	\$ 103.26			\$ 20,230.36
Casey, Lauri	Paraprofessional		\$ 21,437.91	\$ 514.22			\$ 21,952.13
Connolly, Shawmmarie	Paraprofessional		\$ 18,269.62	\$ 492.81			\$ 18,762.43
Conroy, Samantha	Paraprofessional		\$ 11,086.60	\$ 12,651.12			\$ 23,737.72
Denman, Courtney	Paraprofessional		\$ 1,851.53				\$ 1,851.53
Doherty, Laura	Paraprofessional		\$ 20,973.23	\$ 2,639.08			\$ 23,612.31
Encarnacion, Solange	Paraprofessional		\$ 15,548.17	\$ 546.50			\$ 16,094.67
Fallon, Kiley	Paraprofessional		\$ 23,261.65	\$ 1,741.60			\$ 25,003.25
Gledhill, Tracy	Paraprofessional		\$ 25,090.63	\$ 6,129.15			\$ 31,219.78
Hardy, Paige	Paraprofessional		\$ 3,760.36				\$ 3,760.36
Horgan, Katie	Paraprofessional		\$ 21,053.03	\$ 2,137.12			\$ 23,190.15
Ibrahim, Marline	Paraprofessional		\$ 18,571.52				\$ 18,571.52
Imbrogna, Jenna	Paraprofessional		\$ 22,342.96	\$ 116.17			\$ 22,459.13
Izquierdo, Monica	Paraprofessional		\$ 799.48				\$ 799.48
Keefe, Erin	Paraprofessional		\$ 13,578.17	\$ 212.90			\$ 13,791.07
Lafferty, Cerissa	Paraprofessional		\$ 829.35				\$ 829.35
Lagos, James	Paraprofessional		\$ 23,252.84	\$ 3,914.98			\$ 27,167.82
Lanzlinger, Diane	Paraprofessional		\$ 2,050.00				\$ 2,050.00
Lappen, Susan	Paraprofessional		\$ 3,554.69	\$ 960.00			\$ 4,514.69
Mccormick, Sarah	Paraprofessional		\$ 1,343.13				\$ 1,343.13
Moffatt, Tammy	Paraprofessional		\$ 32,915.68	\$ 6,413.21			\$ 39,328.89
Munichiello, Claire	Paraprofessional		\$ 684.00				\$ 684.00
Munichiello, Erin	Paraprofessional		\$ 14,901.63	\$ 15,799.32			\$ 30,700.95
Murphy, Cindy	Paraprofessional		\$ 22,431.61	\$ 5,184.30			\$ 27,615.91
Quinzani, Kristin	Paraprofessional		\$ 27,784.31	\$ 1,197.37	\$ 8.45		\$ 28,990.13
Rossi, Danielle	Paraprofessional		\$ 29,728.97	\$ 2,917.00			\$ 32,645.97
Saad, Mary	Paraprofessional		\$ 1,519.14				\$ 1,519.14
Saliba, Paulina	Paraprofessional		\$ 9,900.00				\$ 9,900.00
Simpson, Susan	Paraprofessional		\$ 28,891.79	\$ 3,483.75			\$ 32,375.54
Sinks, Stacy	Paraprofessional		\$ 30,600.53	\$ 2,882.80			\$ 33,483.33

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
Sugrue, Hillary		Paraprofessional	\$ 21,129.28				\$ 21,129.28
Summers, Joanne		Paraprofessional	\$ 2,560.63				\$ 2,560.63
Twohig, Allison		Paraprofessional	\$ 24,463.42	\$ 2,717.31			\$ 27,180.73
Vasta, Caitlin		Paraprofessional	\$ 121.66				\$ 121.66
Wood, Pamela		Paraprofessional	\$ 30,829.50				\$ 30,829.50
Moulton, Dori		Title I Paraprofessional School	\$ 13,539.31				\$ 13,539.31
Harkey, Erika		School Departmental Secy	\$ 26,836.32	\$ 2,772.64			\$ 29,608.96
Villani, Kathy		Sch Pr & Operations Specialist	\$ 54,290.23	\$ 75.00			\$ 54,365.23
Driscoll, Maryjane		School Transportation Director	\$ 1,613.88				\$ 1,613.88
Labarge, Sandra		School Transportation Director	\$ 50,195.98	\$ 13,103.93			\$ 63,299.91
Pizzi, Karen		School Aba Therapist	\$ 32,767.11	\$ 6,392.39			\$ 39,159.50
Sheridan, Patricia		School Aba Therapist	\$ 1,780.31				\$ 1,780.31
Gallion, Kimberly		School Clerk	\$ 4,150.00				\$ 4,150.00
Joseph, Kim		School Clerk	\$ 32,232.48	\$ 3,230.60			\$ 35,463.08
Lavergne, Rebecca		School Clerk	\$ 16,836.95	\$ 4,200.00			\$ 21,036.95
Mullaney, Erica		School Clerk	\$ 25,819.20	\$ 1,036.80			\$ 26,856.00
Sarnie, Susan		School Clerk	\$ 32,034.80				\$ 32,034.80
Volpe, Shaileen		School Clerk	\$ 35,939.77	\$ 500.00			\$ 36,439.77
Bailen, Cameron		School Coach	\$ 1,424.00				\$ 1,424.00
Bailen, Steven		School Coach	\$ 6,239.00				\$ 6,239.00
Breen, Molly		School Coach	\$ 3,969.00				\$ 3,969.00
Clayton, Siobhan		School Coach	\$ 5,303.00				\$ 5,303.00
Coutts, Douglas		School Coach	\$ 3,101.00				\$ 3,101.00
Diskin, Patricia		School Coach	\$ 4,811.00				\$ 4,811.00
Doyle, John		School Coach	\$ 3,138.36				\$ 3,138.36
Farese, Lisa		School Coach	\$ 5,739.00				\$ 5,739.00
Gatz, Elizabeth		School Coach	\$ 3,101.00				\$ 3,101.00
Guinan, Joseph		School Coach	\$ 4,269.00				\$ 4,269.00
Laduke, Kevin		School Coach	\$ 4,661.00				\$ 4,661.00
Maguire, Mark		School Coach	\$ 4,217.00				\$ 4,217.00
Maki, Dale		School Coach	\$ 4,661.00				\$ 4,661.00
Maturo, Ralph		School Coach	\$ 300.00				\$ 300.00
O'Brien, Jason		School Coach	\$ 5,639.00				\$ 5,639.00

Employees by Dept. & Last Name	Position	Salary	Other	OT	Detail	Total Gross
Panasuk, Stuart	School Coach	\$ 100.00				\$ 100.00
Salisbury, Mark	School Coach	\$ 4,461.00				\$ 4,461.00
Engler, John	School Director Of Operations	\$ 110,051.42				\$ 110,051.42
Lozinski, Beata	School Instructor	\$ 25,155.03				\$ 25,155.03
Danehy, Diane	School Nurse	\$ 97,138.27	\$ 1,750.10			\$ 98,888.37
Molinari, Lynn	School Nurse	\$ 66,880.07	\$ 500.00			\$ 67,380.07
Seybert, Shawn	School Psychologist	\$ 101,459.02	\$ 2,797.00			\$ 104,256.02
Bedard, Teri	School Secretary	\$ 54,368.64	\$ 3,050.00	\$ 993.35		\$ 58,411.99
Donahue, Linda	School Secretary	\$ 36,286.77	\$ 1,106.12			\$ 37,392.89
Liotta, Jane	School Secretary	\$ 53,868.64	\$ 4,450.00			\$ 58,318.64
Mullally, Cheri-Ann	School Secretary	\$ 48,201.41	\$ 3,450.00			\$ 51,651.41
Kelly, Brenda	Site Coordinator	\$ 29,645.16		\$ 500.45		\$ 30,145.61
Ryan, Carolyn	Site Coordinator	\$ 27,811.80		\$ 175.95		\$ 27,987.75
Postler, Robert	Skilled Craftsman	\$ 73,147.15	\$ 2,043.63	\$ 1,589.35		\$ 76,780.13
Alachi, Danielle	Sub Teacher Or Nurse	\$ 1,125.00				\$ 1,125.00
Barrett, Gretchen	Sub Teacher Or Nurse	\$ 125.00				\$ 125.00
Blumenau, Andromeda	Sub Teacher Or Nurse	\$ 100.00				\$ 100.00
Chamides, Helen	Sub Teacher Or Nurse	\$ 2,050.00				\$ 2,050.00
Clement, Diane	Sub Teacher Or Nurse	\$ 900.00				\$ 900.00
Drew, Kenneth	Sub Teacher Or Nurse	\$ 2,000.00				\$ 2,000.00
Efstathiou, Sharon	Sub Teacher Or Nurse	\$ 1,350.00				\$ 1,350.00
Fallon, Darcy	Sub Teacher Or Nurse	\$ 1,260.00				\$ 1,260.00
Fitzgerald, Loretta	Sub Teacher Or Nurse	\$ 50.00				\$ 50.00
Furino, Kristin	Sub Teacher Or Nurse	\$ 3,200.00				\$ 3,200.00
Gravel, Kyle	Sub Teacher Or Nurse	\$ 6,897.50	\$ 650.00			\$ 7,547.50
Hubbell, Kellyann	Sub Teacher Or Nurse	\$ 3,350.00				\$ 3,350.00
Kale, Shalaka	Sub Teacher Or Nurse	\$ 1,050.00				\$ 1,050.00
Kemp, Catherine	Sub Teacher Or Nurse	\$ 10,250.00				\$ 10,250.00
Lejsek, Marianne	Sub Teacher Or Nurse	\$ 1,215.00				\$ 1,215.00
Mckenna, Kelly	Sub Teacher Or Nurse	\$ 200.00				\$ 200.00
Monteiro, Adrienne	Sub Teacher Or Nurse	\$ 550.00				\$ 550.00
Munoz-Bennett, Adrian	Sub Teacher Or Nurse	\$ 300.00				\$ 300.00
Nair, Shalini	Sub Teacher Or Nurse	\$ 7,650.00				\$ 7,650.00

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
O'Connell, Kristina		Sub Teacher Or Nurse	\$ 200.00				\$ 200.00
Pardi, Diandra		Sub Teacher Or Nurse	\$ 2,790.00				\$ 2,790.00
Ridgeway, Amy		Sub Teacher Or Nurse	\$ 1,575.00				\$ 1,575.00
Robinson, Arleth		Sub Teacher Or Nurse	\$ 180.00				\$ 180.00
Ryerson, Jenny		Sub Teacher Or Nurse	\$ 3,350.00				\$ 3,350.00
Selter, Linda		Sub Teacher Or Nurse	\$ 6,435.00				\$ 6,435.00
Streck, Kathleen		Sub Teacher Or Nurse	\$ 8,197.50				\$ 8,197.50
Sumner, Valerie		Sub Teacher Or Nurse	\$ 1,750.00				\$ 1,750.00
Talanian, Roger		Sub Teacher Or Nurse	\$ 100.00				\$ 100.00
Taylor, Ryan		Sub Teacher Or Nurse	\$ 225.00				\$ 225.00
Bergeron, Nicole		School Tutor	\$ 13,955.66				\$ 13,955.66
Kirchhoff, Cynthia		School Tutor	\$ 17,756.96				\$ 17,756.96
Nealon, Katie		School Tutor	\$ 13,331.25				\$ 13,331.25
Shea, Jean		School Tutor	\$ 14,168.75				\$ 14,168.75
Verdy, Dorothy		School Tutor		\$ 8,578.28			\$ 8,578.28
Alger, Nicolas		Summer Custodian	\$ 2,592.00				\$ 2,592.00
Edwards, Christopher		Summer Custodian	\$ 1,200.00				\$ 1,200.00
Fallon, Thomas		Summer Custodian	\$ 1,119.00				\$ 1,119.00
Hill, Thomas		Summer Custodian	\$ 2,496.00				\$ 2,496.00
Whooten, Zachary		Summer Custodian	\$ 2,856.00				\$ 2,856.00
Works, James		Summer Custodian	\$ 2,112.00				\$ 2,112.00
Furino, Daniel		Summer Tech Assistant	\$ 1,950.00				\$ 1,950.00
Hafford, Michaela		Summer Tech Assistant	\$ 1,966.25				\$ 1,966.25
Trombino, Connor		Summer Tech Assistant	\$ 2,301.00				\$ 2,301.00
Pearson, Elizabeth		Extended Day	\$ 4,568.42				\$ 4,568.42
Pearson, Shannon		Paraprofessional	\$ 21,909.92	\$ 617.56			\$ 22,527.48
Gelasco, Tyler		Seasonal Temp Laborer	\$ 2,568.00				\$ 2,568.00
Daron, Trevor		Pt Computer Tech School	\$ 2,962.50				\$ 2,962.50
Lund, Michael		Seasonal Temp Laborer	\$ 1,944.00				\$ 1,944.00
TOWN ADMINISTRATOR							
Guzinski, Michael		Town Administrator	\$ 155,621.94	\$ 12,215.98			\$ 167,837.92
Bouret, Karen		Operations Support Manager	\$ 78,515.33	\$ 850.00			\$ 79,365.33

Employees by Dept. & Last Name	Position	Salary	Other	OT	Detail	Total Gross
Canesi, Maureen	Dept Asst II - Select Board Office	\$ 24,561.07		\$ 980.49		\$ 25,541.56
Weiss, Robert	Energy Manager	\$ 45,342.70				\$ 45,342.70
FINANCE DEPARTMENT						
Johnston, Carol	Finance Director	\$ 127,307.61				\$ 127,307.61
Broe, Debra	Dept Asst III- Payroll	\$ 47,544.75		\$ 76.93		\$ 47,621.68
Morin, Lisa	Town Accountant	\$ 79,208.45	\$ 850.00	\$ 2,601.59		\$ 82,660.04
ASSESSING DEPARTMENT						
Dumont, Paula	Assistant Assessor	\$ 34,921.94	\$ 7,789.57			\$ 42,711.51
Gonsalves, Teresa	Assistant Assessor	\$ 41,124.60				\$ 41,124.60
Perez-Baczkowski, Elizabeth	Dept Asst II - Assessors Office	\$ 44,260.50				\$ 44,260.50
TREASURER/COLLECTOR DEPARTMENT						
Scannell, Jennifer	Treasurer- Tax Collector	\$ 101,917.42	\$ 750.00			\$ 102,667.42
Smith Frye, Mary	Dept Asst III - Asst Treasurer	\$ 56,836.04	\$ 750.00			\$ 57,586.04
Mcnamara, Marsha	Dept Asst II - Treasurer	\$ 34,014.00	\$ 63.92	\$ 264.48		\$ 34,342.40
Mill, Stacey	Dept Asst II - Treasurer	\$ 33,542.57	\$ 141.06	\$ 97.02		\$ 33,780.65
TOWN CLERK						
Hardin, Lisa Jane	Town Clerk	\$ 13,757.38				\$ 13,757.38
Smith, Kathleen	Assistant Town Clerk	\$ 56,834.50	\$ 975.80	\$ 5,784.38		\$ 63,594.68
Vara, Susan	Dept Asst II - Town Clerk Office	\$ 37,905.15				\$ 37,905.15
Ackerman, Judith	Election Worker	\$ 341.07				\$ 341.07
Baima, Anne	Election Worker	\$ 698.64				\$ 698.64
Barry, Emma	Election Worker	\$ 140.25				\$ 140.25
Barry, Wendy	Election Worker	\$ 102.00				\$ 102.00
Bell, Mary	Election Worker	\$ 98.82				\$ 98.82
Bouret, William	Election Worker	\$ 102.00				\$ 102.00
Bryant, Barbara	Election Worker	\$ 146.63				\$ 146.63
Burruss, Carter	Election Worker	\$ 102.00				\$ 102.00
Carlson, Kathryn	Election Worker	\$ 159.38				\$ 159.38
Chotkowski, Mark	Election Worker	\$ 102.00				\$ 102.00

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
Coakley, Carol		Election Worker	\$ 306.00				\$ 306.00
Collins, Marsha		Election Worker	\$ 401.63				\$ 401.63
Conte, Susan		Election Worker	\$ 133.88				\$ 133.88
Cuddy, Michelle		Election Worker	\$ 102.00				\$ 102.00
Daly, Helen		Election Worker	\$ 446.26				\$ 446.26
Diatelevi, John		Election Worker	\$ 172.13				\$ 172.13
Diatelevi, Patricia		Election Worker	\$ 216.76				\$ 216.76
Ferzoco, Susan		Election Worker	\$ 348.01				\$ 348.01
Fraser, Paula		Election Worker	\$ 114.75				\$ 114.75
Galbraith-Truchon, Joanne		Election Worker	\$ 316.13				\$ 316.13
Gallo, Mary		Election Worker	\$ 140.26				\$ 140.26
Gannon, Joanne		Election Worker	\$ 44.63				\$ 44.63
Gashler, Janet		Election Worker	\$ 114.75				\$ 114.75
Harris, Kenyatta		Election Worker	\$ 3,085.54				\$ 3,085.54
Hayes, Doreen		Election Worker	\$ 239.07				\$ 239.07
Hilton, Bonnie		Election Worker	\$ 1,219.89				\$ 1,219.89
Johansson, Pamela		Election Worker	\$ 213.57				\$ 213.57
Johnson, Carol		Election Worker	\$ 204.00				\$ 204.00
Joseph, Wendy		Election Worker	\$ 216.75				\$ 216.75
Kosh, Mary		Election Worker	\$ 140.26				\$ 140.26
Lipsett, Mickey		Election Worker	\$ 255.00				\$ 255.00
Locklin, Susanne		Election Worker	\$ 698.64				\$ 698.64
Mccaffrey, Christine		Election Worker	\$ 1,481.26				\$ 1,481.26
Mccoll, Carole		Election Worker	\$ 698.64				\$ 698.64
Norton, M. Paula		Election Worker	\$ 140.26				\$ 140.26
Philben, Vickie		Election Worker	\$ 95.63				\$ 95.63
Scotland, Donna		Election Worker	\$ 309.19				\$ 309.19
Shea, Mary		Election Worker	\$ 133.88				\$ 133.88
Sitta, Nancy		Election Worker	\$ 484.50				\$ 484.50
Sjogren, Patricia		Election Worker	\$ 280.51				\$ 280.51
Skilling, Mary		Election Worker	\$ 408.01				\$ 408.01
Smith, Allison		Election Worker	\$ 2,246.68				\$ 2,246.68
Spearing, Patricia		Election Worker	\$ 102.00				\$ 102.00

Employees by Dept. & Last Name	Position	Salary	Other	OT	Detail	Total Gross
St. Sauveur, Meredith	Election Worker	\$ 102.00				\$ 102.00
Stepner, Enid	Election Worker	\$ 647.07				\$ 647.07
Temple, Beverly	Election Worker	\$ 159.38				\$ 159.38
Thompson, Patricia	Election Worker	\$ 213.57				\$ 213.57
Walsh, Janet	Election Worker	\$ 140.26				\$ 140.26
Young, Sandra	Election Worker	\$ 153.00				\$ 153.00
BOARDS/COMMITTEES						
Standley, Camille	Dept Asst II - Plan. Bd, Cons. Com.	\$ 44,859.68	\$ 750.00			\$ 45,609.68
Sutherland, Amy	Dept Asst II - Zoning Board	\$ 4,115.91				\$ 4,115.91
Gilmore, Deirdre	Dept Asst II - Finance Com	\$ 8,515.80				\$ 8,515.80
TOWN BUILDING DEPARTMENT						
Greeno, Sarah	Town Bldg Maint F-T	\$ 33,710.17	\$ 1,661.45	\$ 679.23		\$ 36,050.85
Sims, Paul	Town Bldg Maint F-T	\$ 51,469.01	\$ 750.00	\$ 1,660.31		\$ 53,879.32
RECREATION DEPARTMENT						
Fogarty, Kristen	Recreation Director	\$ 66,573.47	\$ 950.00			\$ 67,523.47
Vara, Susan	Dept Asst I - Recreation	\$ 10,783.92				\$ 10,783.92
POLICE DEPARTMENT						
Soffayer, Christopher	Police Chief	\$ 168,080.79	\$ 4,949.90			\$ 173,030.69
Leavitt, Tracy	Dept Assistant II - Public Safety	\$ 50,496.07	\$ 1,118.58			\$ 51,614.65
Adams, Paul	Police Patrolman	\$ 74,741.58	\$ 20,911.02	\$ 501.64		\$ 96,154.24
Afienko, Robert	Police Patrolman	\$ 71,275.17	\$ 4,651.89	\$ 1,450.11	\$ 3,005.32	\$ 80,382.49
Angel, Tyler	Police Patrolman	\$ 14,463.36	\$ 73.44			\$ 14,536.80
Bickford, Dale	Police Patrolman	\$ 75,129.44	\$ 19,081.44	\$ 14,991.00	\$ 4,250.16	\$ 113,452.04
Conley, Kevin	Police Patrolman	\$ 48,351.91	\$ 3,710.35	\$ 6,653.86	\$ 7,530.24	\$ 66,246.36
Curtin, Paul	Police Patrolman	\$ 20,295.82	\$ 76.92	\$ 150.24		\$ 20,522.98
Forsythe, Zachary	Police Patrolman	\$ 61,050.42	\$ 20,663.82	\$ 8,395.63	\$ 25,018.73	\$ 115,128.60
Gonzalez, Arcadio	Police Patrolman	\$ 70,938.52	\$ 23,001.86	\$ 14,383.32	\$ 20,211.44	\$ 128,535.14
Gray, Farrah	Police Patrolman	\$ 31,828.10	\$ 4,900.94	\$ 4,518.82	\$ 2,361.20	\$ 43,609.06
Nelson, Sean	Police Patrolman	\$ 16,110.46	\$ 15,784.55	\$ 1,832.16		\$ 33,727.17

Employees by Dept. & Last Name	Position	Salary	Other	OT	Detail	Total Gross
Opanasets, Peter	Police Patrolman	\$ 75,093.92	\$ 8,107.96	\$ 13,164.36		\$ 96,366.24
Smith, Paul	Police Patrolman	\$ 74,550.73	\$ 11,890.73	\$ 7,088.88	\$ 79,384.32	\$ 172,914.66
Sullivan, Matthew	Police Patrolman	\$ 59,919.40	\$ 8,836.08	\$ 12,868.13	\$ 5,825.52	\$ 87,449.13
Thompson, Craig	Police Patrolman	\$ 59,830.48	\$ 15,211.78	\$ 8,035.74	\$ 30,323.40	\$ 113,401.40
Maxant, Kristopher	Police Sergeant	\$ 86,996.47	\$ 29,545.13	\$ 18,181.64	\$ 25,534.37	\$ 160,257.61
Maleski, Nicholas	Police Sergeant	\$ 87,217.66	\$ 12,498.18	\$ 15,405.16	\$ 82,593.05	\$ 197,714.05
Shearns, John	Police Sergeant	\$ 82,606.43	\$ 25,084.96	\$ 12,131.85	\$ 63,003.33	\$ 182,826.57
Tiberi, Domenic	Police Sergeant	\$ 84,213.47	\$ 69,604.51	\$ 34,681.38	\$ 49,135.59	\$ 237,634.95
Volpicelli, Corey	Police Sergeant	\$ 83,074.80	\$ 32,351.15	\$ 6,981.12	\$ 11,594.40	\$ 134,001.47
Dwyer, William	Perm Intermittent Officer		\$ 97.20		\$ 50,179.32	\$ 50,276.52
Lopez, James	Perm Intermittent Officer	\$ 11,903.21			\$ 38,272.40	\$ 50,175.61
TRAFFIC SUPERVISORS						
Falzone, Peter	School Traffic Officer	\$ 8,514.08	\$ 75.00			\$ 8,589.08
Gorman, Claire	School Traffic Officer	\$ 8,575.04	\$ 75.00			\$ 8,650.04
Monroe, Joann	School Traffic Officer	\$ 8,310.88	\$ 75.00			\$ 8,385.88
Pitman, Robin	School Traffic Officer	\$ 8,585.20	\$ 75.00			\$ 8,660.20
FIRE DEPARTMENT						
Barrett, Richard	Fire Chief	\$ 123,587.98	\$ 7,882.92			\$ 131,470.90
Bishop, Charles	Fire Lieutenant/EMT	\$ 74,810.10	\$ 5,006.70	\$ 1,702.09		\$ 81,518.89
Howley, Vincent	Fire Lieutenant/EMT	\$ 84,367.56	\$ 2,255.91	\$ 513.90	\$ 822.24	\$ 87,959.61
Schulz, William	Fire Lieutenant/EMT	\$ 81,366.48	\$ 23,111.43	\$ 9,661.32	\$ 1,233.36	\$ 115,372.59
Scotland, Michael	Fire Lieutenant/EMT	\$ 73,669.98	\$ 11,269.48	\$ 6,025.93	\$ 822.24	\$ 91,787.63
Kelley, Jason	Firefighter ALS	\$ 71,734.86	\$ 26,409.62	\$ 15,878.06	\$ 1,438.92	\$ 115,461.46
Polimeno, Brian	Firefighter ALS	\$ 80,701.56	\$ 31,434.12	\$ 8,724.66		\$ 120,860.34
Sullivan, Joseph	Firefighter ALS	\$ 68,039.94	\$ 20,770.04	\$ 10,426.62	\$ 1,850.04	\$ 101,086.64
Tyner, Stephen	Firefighter ALS	\$ 71,729.34	\$ 24,251.70	\$ 8,519.31		\$ 104,500.35
Alger, John	Firefighter/EMT	\$ 95,275.06	\$ 19,746.73	\$ 10,455.03		\$ 102,186.36
Hendon, Matthew	Firefighter/EMT	\$ 70,452.36	\$ 26,919.64	\$ 12,664.28	\$ 822.24	\$ 110,858.52
Shaw, Paul	Firefighter/EMT	\$ 72,466.80	\$ 30,917.49	\$ 7,522.92	\$ 3,083.40	\$ 113,990.61
Conrad, Robert	Fire-Lt-ALS	\$ 89,881.68	\$ 33,410.58	\$ 11,109.93	\$ 411.12	\$ 134,813.31
Bradbury, Gavin	On Call FF/EMT	\$ 5,678.00	\$ 1,962.50			\$ 7,640.50

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
Errico, Andrew		On Call FF/EMT		\$ 276.50			\$ 276.50
Farragher-Gemma, Anthony		On Call FF/EMT	\$ 4,489.56	\$ 843.50			\$ 5,333.06
Goes, Manuel		On Call FF/EMT	\$ 926.11	\$ 843.50			\$ 1,769.61
Kennis, Matthew		On Call FF/EMT	\$ 2,890.00	\$ 1,403.00			\$ 4,293.00
Lenahan, Denis		On Call FF/EMT	\$ 8,124.60	\$ 8,399.70			\$ 16,524.30
Perkins, Lucas		On Call FF/EMT	\$ 3,418.16	\$ 843.50			\$ 4,261.66
Santafe, William		On Call FF/EMT	\$ 6,535.70	\$ 12,566.10			\$ 19,101.80
Wallace, Alan		On Call FF/EMT	\$ 10,516.50	\$ 4,238.00			\$ 14,754.50
Wenzel, Cameron		On Call FF/EMT	\$ 34,152.95	\$ 16,643.53	\$ 3,442.82		\$ 54,239.30
Piorowski, Kazimierz		On Call Fire Capt/EMT	\$ 159.45				\$ 159.45
Perkins, Donald		On Call Fire Lieut/EMT	\$ 703.00	\$ 844.50			\$ 1,547.50
Hladick, Andrew		Call Deputy Chief	\$ 6,445.97	\$ 3,347.50			\$ 9,793.47
DISPATCH							
Cahill, Robin		Dispatch	\$ 54,816.72	\$ 7,361.67	\$ 40,573.21		\$ 102,751.60
Kearns, Paul		Dispatch	\$ 54,098.79	\$ 5,518.83	\$ 976.44	\$ 15,872.08	\$ 76,466.14
McLaughlin, John		Dispatch	\$ 47,930.58	\$ 5,617.02	\$ 3,478.95	\$ 23,119.84	\$ 80,146.39
Zitoli, Colby		Dispatch	\$ 17,756.82	\$ 236.80	\$ 1,213.40		\$ 19,207.02
Bolduc, Jason		P/T Dispatcher	\$ 1,711.44				\$ 1,711.44
Girardo, Alyssa		P/T Dispatcher	\$ 734.40				\$ 734.40
Plantadosi, David		P/T Dispatcher	\$ 1,028.16				\$ 1,028.16
Rodas, Claudia		P/T Dispatcher	\$ 1,348.48				\$ 1,348.48
Smith, Timothy		P/T Dispatcher	\$ 1,817.64				\$ 1,817.64
Vongsavath, Angela		P/T Dispatcher	\$ 8,601.66				\$ 8,601.66
Wosny, Ashleigh		P/T Dispatcher	\$ 165.24				\$ 165.24
BUILDING DEPARTMENT							
Giampietro, Michael		Building Inspector	\$ 96,797.68	\$ 7,030.25			\$ 103,827.93
Costello, Timothy		Building Plumbing Inspector	\$ 31,762.29	\$ 31,762.29			\$ 31,762.29
Byrne, David		Building Wiring Inspector	\$ 18,931.92	\$ 18,931.92			\$ 18,931.92
Rand, Elizabeth		Dept Assistant I - Building Clerk	\$ 29,086.66		\$ 132.16		\$ 29,218.82
Pelletier, Gary		Deputy Building Inspector	\$ 37,112.00	\$ 37,112.00			\$ 37,112.00
Sweet, Jennifer		Deputy Electrical Inspector	\$ 15,804.70	\$ 15,804.70			\$ 15,804.70

Employees by Dept. & Last Name	Position	Salary	Other	OT	Detail	Total Gross
Coakley, James	Deputy Wiring/Plumb Inspector		\$ 1,480.13			\$ 1,480.13
Rose, John	Deputy Wiring/Plumb Inspector		\$ 4,560.13			\$ 4,560.13
SEALER WEIGHTS & MEASURES						
Allhouse, W.	Weights & Measures	\$ 3,528.17				\$ 3,528.17
ANIMAL CONTROL						
Hamelin, Brenda	Animal Control Officer	\$ 69,372.79	\$ 1,050.00	\$ 7,261.80		\$ 77,684.59
Mallette, Erin	Deputy Animal Control	\$ 6,439.18				\$ 6,439.18
DPW DEPARTMENT						
Mickay, James	Director Of DPW	\$ 128,982.42	\$ 2,324.07			\$ 131,306.49
Rachmaciej, David	DPW Superintendent	\$ 73,112.95	\$ 4,990.56	\$ 21,257.57		\$ 99,361.08
Main, Stephen	Gf - Heo/Lb Tsop	\$ 57,784.50	\$ 1,000.00	\$ 8,017.31		\$ 66,801.81
Lovett, Jonathan	Gf Heo/Lb Tsop	\$ 25,828.81		\$ 2,995.73		\$ 28,824.54
Hillery, Michael	Heo D2 T2 W/CI A,4G	\$ 63,182.60	\$ 11,030.56	\$ 17,251.90		\$ 91,465.06
Lopez, Kyle	Heo Lb/Tsop	\$ 50,011.28	\$ 10,826.34	\$ 6,811.90		\$ 67,649.52
Wanders, Jonathan	Heo/Lab Mec Cla	\$ 61,509.15	\$ 700.00	\$ 10,361.43		\$ 72,570.58
Bussaglia, Mark	Heo/L-Ts W/Cla	\$ 41,146.29		\$ 5,102.70		\$ 46,248.99
Earl, Eric	Heo/L-Ts-Op1Cla	\$ 52,672.16		\$ 7,219.72		\$ 59,891.88
Donovan, Matthew	Heo/L-Ts-Op1Noa	\$ 53,589.74	\$ 11,744.17	\$ 10,303.33		\$ 75,637.24
Sousa Wagner, Ryan	Heo/L-Ts-Op2Noa	\$ 56,101.20	\$ 9,565.76	\$ 8,340.38		\$ 74,007.34
Mccoll, Kenneth	F/M Op1 Class A	\$ 451.10		\$ 424.20		\$ 875.30
Mckenney, Ronald	Ws Superintendent	\$ 67,538.43	\$ 10,110.00	\$ 11,443.92		\$ 89,092.35
Kandola, Kevin	Facilities Manager	\$ 66,447.21	\$ 9,241.08	\$ 16,967.82		\$ 92,656.11
Gallagher, Marie	Dept Assistant I - DPW Clerk	\$ 13,652.77		\$ 86.94		\$ 13,739.71
Gilmore, Deirdre	Dept Asst III DPW Clerical	\$ 62,417.59	\$ 2,292.32	\$ 5,717.54		\$ 70,427.45
Butensky, Benjamin	Seasonal Temp Laborer	\$ 2,622.96				\$ 2,622.96
Geraci, Daniel	Seasonal Temp Laborer	\$ 7,266.71				\$ 7,266.71
Pozniak, Jake	Seasonal Temp Laborer	\$ 4,244.72				\$ 4,244.72
BOARD OF HEALTH						
Mcveigh, John	Director Public Health	\$ 77,667.65				\$ 77,667.65
		\$ 87,515.50				\$ 87,515.50

Employees by Dept. & Last Name		Position	Salary	Other	OT	Detail	Total Gross
Kigger, Jennifer		Dept Asst III - BOH Assistant	\$ 31,890.71	\$ 6,478.77	\$ 450.15		\$ 38,819.63
Dellaglio, Emily		Public Health Nurse	\$ 14,625.89				\$ 14,625.89
Hockman, Michelle		Public Health Nurse	\$ 1,851.90				\$ 1,851.90
Mcmanus, Anne		Public Health Nurse	\$ 765.01				\$ 765.01
COUNCIL ON AGING							
Kayo, Patricia		COA Director	\$ 302.35				\$ 302.35
Poynot, Rebecca		Outreach Worker COA	\$ 54,947.97	\$ 16,835.67			\$ 71,783.64
Daly, Robert		COA P/T Van Driver	\$ 18,405.95				\$ 18,405.95
Holmes, Albert		COA P/T Van Driver	\$ 5,645.22				\$ 5,645.22
Lannon, Herbert		COA P/T Van Driver	\$ 1,143.74				\$ 1,143.74
Mcmillan, Bradford		COA P/T Van Driver	\$ 1,455.52				\$ 1,455.52
Kaur, Gunbhushan		COA P/T Van Driver	\$ 4,107.17				\$ 4,107.17
Stetson, Linda		Dept Asst I - COA	\$ 2,316.79				\$ 2,316.79
		COA Trans Coord./Reception	\$ 102.00	\$ 10,432.57			\$ 10,534.57
VETERANS AGENT							
Harris, Cynthia		Veterans Director	\$ 6,791.14				\$ 6,791.14
Moore, John		Veterans Director	\$ 3,731.64				\$ 3,731.64
LIBRARY DEPARTMENT							
Tolson, Kimberly		Library Director	\$ 77,099.18				\$ 77,099.18
Borst, Kimberly		Senior Library Assistant	\$ 34,543.28	\$ 1,560.25			\$ 36,103.53
Davis, Esther		Senior Library Assistant	\$ 39,288.09	\$ 940.79			\$ 40,228.88
Matthews, Rachel		On-Call Lib Assistant	\$ 2,183.75	\$ 4,045.28			\$ 6,229.03
Silverman, Rachel		Librarian-Children & Young Adult	\$ 60,461.16	\$ 2,188.98			\$ 62,650.14
Allison, Susan		Library Assistant	\$ 59.16				\$ 59.16
Appelbaum, Rebecca		Library Assistant	\$ 26,725.46	\$ 1,528.33			\$ 28,253.79
Brooks, Donna		Library Assistant	\$ 21,827.51	\$ 2,197.38			\$ 24,024.89
Carney-Philips, Mary		Library Assistant	\$ 7,841.00	\$ 1,935.34			\$ 9,776.34
Fernano, Lorraine		Library Assistant	\$ 1,146.26				\$ 1,146.26
Mortimer, Karen		Library Assistant	\$ 11,153.09	\$ 384.00			\$ 11,537.09
Todesca, Jean		Library Assistant	\$ 709.92				\$ 709.92

ANNUAL TOWN REPORT 2020
ANIMAL CONTROL OFFICER-MILLIS



The department received and acted upon 1,290 calls for services this year.

The Animal Control Department continues to have 24-hour coverage with one Full time ACO and 1 Assistant alternating weekends and holidays.

Rabies is still a significant risk in the area, we would like to remind you that it is very important to keep your animals vaccinated even if they are “indoor” animals, and it is the law- WILD ANIMALS CAN AND DO GET INTO YOUR HOUSE. Please remember that if you feed animals outside, you risk “inviting” unwanted wildlife and feral cats to your house increasing the risk to your family and your animals.

The Department would like to thank everyone who donated food, toys, sheets and blankets for our use to help keep the animals in our care fed, warm and happy during their stay. During the 12-month period from January 1, through December 31, 2020 detailed logs were kept reflecting all calls received and acted upon by the Animal Control Department. A total of 1,290 calls, with 562 in Millis and 704 from Medway, and 24 calls to assist neighboring towns, the following is an **overview** of the calls handled in Millis:

During the 12-month period from January 1, through December 31, 2020 detailed logs were kept reflecting all calls received and acted upon by the Animal Control Department. A total of 1,290 calls, with 562 in Millis and 704 from Medway, and 24 calls to assist neighboring towns, the following is an **overview** of the calls handled in Millis:

INFORMATIONAL:	55
DOGS:	
PICKED UP	11
REPORTED LOOSE	22
REPORTED LOST	3
BARKING	6
BITES	7
ADOPTED/ TURNED OVER	
TO HUMANE SOCIETY	3
EUTHANIZED	1
REPORTS OF CRUELTY	1
QUARANTINES	4
HIT BY CAR REQUIRING	
MEDICAL TREATMENT OR DIED	0
CATS:	
PICKED UP	15
REPORTED LOST	15
REPORTED STRAY/FERAL	5
ADOPTED/ TURNED OVER	
TO HUMANE SOCIETY	31
EUTHANIZED	2
QUARANTINES	0
HIT BY CAR REQUIRING	
MEDICAL TREATMENT OR DIED	3
BITES/SCRATCHES	1
WILD ANIMAL CALLS	30
WILD ANIMAL REFERRALS	11
ROAD KILLS PICKED UP	22
DEER HIT BY CARS	10
LIVESTOCK CALLS	6

I would like to thank all the Town departments for their assistance and cooperation, especially the Police Department, DPW, Selectmen’s office and Town Clerk.

Respectfully submitted,

Brenda Hamelin, Animal Control Officer

2020 REPORT OF THE SELECT BOARD

As chair of the Select Board, I am pleased to present this annual report to the Town.

AN OVERVIEW

The year 2020 presented our Town with challenges unlike any other in over 100 years. The COVID-19 pandemic, resulting in a global health crisis, had a profound impact on everyone in our Millis community. Preserving the health and welfare of all Millis residents became the paramount objective of Town government. Following the lead of our Board of Health, Public Health Director and Local Emergency Management Committee, all Town Departments worked to implement guidelines developed at the local, state and federal levels to preserve the well-being of everyone.

In early spring, the Select Board declared a local state of emergency due to the public health challenges we faced. This action led to a series of measures which impacted all Town operations.

Because of COVID-19 mitigation guidelines, our Town Hall had to resort to building closure, remote access, and “service by appointment” measures to ensure that our administration could fulfill its responsibilities safely. Police, Fire and EMT personnel continued to provide critical public safety services while observing necessary protocols to protect our first responders and Millis citizens. Their efforts ranged from front line activities to securing personal protection gear when these were in short supply.

Our DPW team plowed our streets, maintained our parks, provided clean water and adequate sewer and stormwater services, while continuing to operate the transfer station under safety protocols. The Council on Aging, even though it was required to keep the senior center closed, worked to assist seniors through telephone outreach, meals delivery, transportation support and some socially distanced outdoor activities. The Recreation Department relied on creativity and ingenuity to offer new programs, including summer activities, that observed applicable health measures while offering much needed outlets for all ages. Our Library adapted to required building closures with innovative ways to keep its resources available to the public. And as described more fully in other sections of the Town Report, the School Committee and the School Department experienced the most challenging conditions as they worked to keep educating the students of Millis.

Following the outreach by our Economic Development Committee, our team adopted measures to assist local businesses as limited re-openings were allowed, to facilitate licensing of outdoor dining, to reduce certain business licensing fees and to delay certain local tax deadlines to mitigate financial challenges to residents and businesses.

Despite the challenges presented by the pandemic, our elected and appointed boards and committees continued to operate effectively through remote access facilitated by online meeting technology. All the individuals involved demonstrated their commitment to executing their responsibilities and their ability to learn how to conduct public business through Zoom and related technologies.

Against this backdrop, the Town continued to operate effectively to deliver day-to-day services and to achieve several goals to promote longer-term improvements in citizen support.

PUBLIC WORKS AND UTILITY ENTERPRISES

During the year, the Department of Public Works collaborated with the Permanent Building Committee to develop a comprehensive design for the new DPW facilities on Water Street. The Department adapted to cost pressures on the project by performing site work and working with the PBC to modify aspects of the design. Nevertheless, additional appropriations were needed to begin construction work. Town Meeting demonstrated its support for the project by approving funding requests.

Regarding the water enterprise, the DPW Director and the Town Administrator proposed moving responsibility for water tank maintenance and repair to a third party. The result is a long-term contract which provides the water system with significant risk protection against any tank failures in the future. Additionally, pro-active quality testing led to the discovery of levels of PFAS traces in several town wells which exceeded new DEP guidelines. As the year ended the impacted wells were shut down and the effort began to develop a permanent response to the PFAS problem.

The sewer enterprise faced a challenge due to sewage capacity constraints imposed by the agreement with the Charles River Pollution Control District. These issues place potential restrictions on future residential and business development in Town. As a result, the Town administration and our newly appointed Enterprise Fund Advisory Committee are working on developing an appropriate strategy for consideration of the Board as Millis Sewer Commissioners. And the stormwater enterprise continues to work through issues relating to compliance with the MS4 stormwater permit requirements while identifying drainage and flood mitigation projects to limit risks to property owners.

The Town also worked with an independent consultant to review the overall operation and management of the DPW and the utility enterprises which it supports. This study was presented to the Board for consideration which led to a Department reorganization proposal which was recommended by the Department Head and approved by the Board. Work continued on report recommendations as the year ended.

PUBLIC SAFETY

The Police, Fire, EMT and Public Health Departments worked individually and collaboratively to provide the usual high level of service to Millis residents, while dealing with the consequences of the COVID pandemic. All personnel in these departments were always available to advise and assist the public in any way possible. In addition, the Police Chief continued his successful efforts to gain grant funding for capabilities to enhance the effectiveness of the Police Department. Likewise, the Fire Chief was successful in obtaining grant funding for critical services, including obtaining a SAFER grant to support appropriate personnel levels for the Fire Department and EMT services. In addition, the continued full implementation of the ALS program resulted in life saving efforts and strong performance by the Ambulance Fund. At the same time, the Public Health Department added nursing staff to provide COVID counseling and robust contact tracing capabilities for our community.

This was the group that formed the core of the Local Emergency Management Committee which from the outset took the lead in developing the local pandemic response. This coordinating effort was critical to our efforts to protect the residents of our community and it enabled us to develop plans and communicate important information on a frequent basis in a timely and comprehensive manner.

ECONOMIC DEVELOPMENT AND ENERGY MANAGEMENT

During this challenging year, we continued to benefit from the sustained efforts of our economic development team and the energy management function. Combining the work of volunteer committees and committed staff we enjoyed new revenue growth as residential housing units were completed and sold, and new businesses, including new marijuana cultivation and manufacturing businesses decided to locate in our business zone. These businesses entered into Host Community Agreements which will provide impact payments to the Town while also increasing property tax revenue. As new construction unfolded, our Building Department was able to maintain the pace of permit issuance and building inspections to allow this important revenue stream to continue to grow.

The economic development agenda for the year also included generating new ideas for downtown development and potential uses for the Lansing Millis Memorial Building. These efforts will be ongoing as the Town looks for ways to encourage public and private partnerships along Main Street and Exchange Street.

After sustained effort, our Energy Committee and our Energy Manager presented the electric community aggregation plan to the town. This was approved by the Board and rolled out to the entire community to provide cost savings, price stability and green energy opportunities to all local customers.

FINANCIAL MANAGEMENT

Our finance team continued its progress in restructuring our financial management infrastructure through implementation of the MUNIS system and the development of a consistent chart of accounts across all municipal and school departments. This will enable the various departments to monitor financial progress during the year and to better manage their budgets. It will ultimately allow full public access to budget information throughout the year.

The challenges of the pandemic required additional work for the finance team as well. The development of a conservative revenue outlook resulted in reductions in budgets for the first five months of Fiscal Year 2021. Ultimately the state's ability to maintain local aid amounts permitted revisions to the budget so that a full-service appropriation was adopted by the Fall Town Meeting. This allowed the Town to restore full service as of December 1, 2020. Monitoring cash flow carefully required the Treasurer's office to report on tax and fee collections to ensure that no unanticipated shortfalls emerged.

Additionally, the Town was able to take advantage of the federal CARES Act funding to support health and safety related activities across all municipal departments as well as the Millis Public Schools. This placed additional responsibilities on the finance team to support the proper accounting for these federal funds, while continuing the work of tracking marijuana impact funds, revolving accounts, Community Preservation Act expenditures, capital planning and enterprise utility costs. In each case, our finance team performed outstanding work.

BOARD ACTIVITIES AND ACCOMPLISHMENTS

The Board worked very closely with a team that was able to plan for conducting federal, state and local elections and to hold both the Spring and Fall Town Meetings while protecting the health and safety of Millis voters. The collaborative effort included critical municipal resources, the Board of Health, the Town Clerk and her office, the Moderator and the School Department. The elections required complete reengineering of the flow of voters, providing personal protective gear, masks and social distancing, and cleaning of the Veterans Memorial Building. The Spring Town Meeting was moved to the Middle/High School gym and the Fall Town Meeting was held on a Saturday afternoon outdoors at the Middle/High School parking lot. All this effort enabled us to successfully execute these critical events which are the core of a citizen driven local government.

The Town also voted an important amendment to our Home Rule Charter by changing the name of this Board to the Select Board to recognize the equal role of women and men in leading our local government. This permanent change was overwhelmingly approved by the voters of Millis.

The Board also moved forward with new efforts to improve communication with the residents. The Town website was further updated and improved by moving to the new technology platform. The Board authorized the launch of a new Facebook page to provide authoritative outbound communication with more residents. To compliment these media innovations, a social media policy was adopted to guide the proper use of these capabilities. And to promote proper governance, a Policies and Procedures Manual was adopted relating to the activities and deliberations of the Board itself.

Recognizing the value of their services to the community, the Board renewed employment contracts with the Fire Chief and the Town Administrator. These included for the first time performance-based compensation opportunities. Additionally, an intermunicipal agreement was reached with the Town of Norfolk to enable both communities to employ a shared IT director. The Board also concluded a contract renewal with Verizon to continue providing cable access services to Millis customers.

As the year ended, the Board continued to support the collaboration among our Board, the School Committee and the Finance Committee through the Tri-Board meetings, so that community priorities and the overarching issues of delivering cost-effective services can be discussed and resolved.

RECOGNITION AND THANKS

Our Chair, Loring Barnes, announced early in the year that she would not seek re-election, but for the next six months she continued to effectively lead the Board through the pandemic emergency. We are thankful for her leadership and commitment to our community. Then, following the election in June, the Board welcomed its newest member, Erin Underhill, who hit the ground running to contribute her time and talent to the Board.

The Board relies heavily on the staff to provide guidance, input, support and professional execution. During this year, the entire Town Hall team went to extraordinary lengths to keep things running each day. We appreciate the efforts of our Town Administrator, Mike Guzinski through this difficult year. We could not have been effective without the work of our Operations Support Manager, Karen Bouret, who made sure that our remote access meetings were skillfully produced to allow careful deliberation and citizen participation. Our Department Assistant Maureen Canesi provided help in matters large and small, and Bob Weiss continued to perform double duty as our energy manager and economic development manager.

Many contributions were made behind the scenes each day to keep the local government running. This year was no exception. In particular, we recognize Paul Sims who is responsible for building maintenance. Paul had to keep the buildings safe and clean. He had to scramble with others to get the supplies needed to accomplish this for daily operations in the midst of a health crisis --- and to make sure that our voters had a safe place to go to exercise their right to vote. Thank you, Paul.

At the end of November, School Superintendent Nancy Gustafson retired after many years of educational leadership of our public school system. We want to thank her and recognize her multiple contributions to Millis students. And we welcome Bob Mullaney in his new role as her successor.

We want to thank all our employees who continued to work even during the height of the pandemic to ensure that our Town continued to operate to meet the needs of the community. Many worked extra hours and performed duties that were critical to us without being asked; they saw the need and stepped up to meet it. We are very fortunate to have such a dedicated staff in our Town.

Finally, thanks to all the ordinary citizens, elected officials, board and committee members and volunteers who stepped up all year long. Thank you for the time you give to make our Town a great community.

Respectfully Submitted,

James J. McCaffrey

Chair, Select Board



**Board of Assessors
Annual Report for FY2020**

Millis had a single tax rate of \$20.14 for Fiscal Year 2020

Millis' Fiscal Year 2023 re-certification program is in progress. The State has changed the triennial recertification program to a 5-year program. Millis' last recertification was Fiscal Year 2018. To meet the requirements for recertification the Assessor's Office will continue property inspections throughout town. The inspections verify the Assessor's Office has the correct property information. This would include the total square footage (exterior), interior information (including finished basements) and other property improvements (pools, sheds and other exterior improvements). The inspections are triggered for various reasons including sales in the previous calendar year, properties with permits and if a property has not been inspected in the past ten years. The Bureau of Local Assessments requires that a periodic data inspection program provide for the inspection of each parcel at least once every ten years. The Assessor's Office and The Board of Assessors would like to thank the property owners for their cooperation when inspections are requested.

Due to COVID restrictions, interior inspections were suspended in March of 2020, inspections did continue in a different way. Interior information was reviewed by speaking with builders, property owners, reviewing permits and MLS Listings. Exterior inspections were completed from sidewalk views and additions, new construction and basements finishes were updated from information obtained from plans and permits.

The Board and I would like to thank the Building Department and public for their help and cooperation in helping maintain accurate information.

Town Maps are available on the Town's web site www.millisma.gov. Property record cards are available on line and can be found by using the Town's GIS System.

The Town offers various exemptions to eligible property owners; please contact our office for more information. Various information and exemption forms are available on the Town's web site www.millisma.gov.

Fiscal Year 2020 Tax Classification

Tax Classification	Assessed Values	Percent of Tax Levy
Residential	\$1,171,063,645	91.2035
Open Space	0	0
Commercial	\$69,337,855	5.4001
Industrial	\$18,093,600	1.4092
Personal Property	\$25,516,160	1.9872
Total	\$1,284,011,260	100.00

Fiscal Year 2020 Average Single-Family Tax Bill

Number of Single-Family Parcels	2,218
Assessed Value of Single-Family Home	\$413,602
Average Single-Family Tax Bill	\$8,330

Respectfully Summited,
Teri Gonsalves, Town Assessor
Ellie Baczkowski, Department Assistant

Millis Board of Assessors:
Robert Venear, Chair
Lisa Hardin
Brutus Cantoreggi

Town of Millis
Top 10 Taxpayers FY2020

Name	Nature Business	Fiscal 2020 Assessed Value	Fiscal 2020 Tax Levy	% of Total Levy
Toll Limited Partnership	Developer	\$ 27,620,200	\$ 556,271	2.15 %
Stoneybrook Apartments	Apartments	17,797,600	358,444	1.39
Milliston Common, Rosenfeld	Office, Retail, Land	14,899,900	300,084	1.16
Tresca Brothers	Concrete Manufacture	8,403,000	169,236	0.65
Whelan William Trustee	Apartments	5,033,600	101,377	0.39
C & A Realty Trust	Retail Warehouse	4,195,900	84,505	0.33
Malevich LLC	Warehouse	3,293,200	66,325	0.26
Sikh Dharma of Mass Inc	Yoga Village	3,079,300	62,017	0.24
Gaita Jerry Nexgen Realty Trust	Retail	2,868,200	57,766	0.22
Acorn of Millis, LLC (1)	Developer	2,762,040	55,627	0.22
Total		\$ 89,952,940	\$ 1,811,652	7.01 %

BOARD OF HEALTH Annual Report 2020

Public Health Director:	John McVeigh, MBA, CHO, RS
Public Health Nurse:	Emily Dellaglio, RN
Administrative Assistant:	Jennifer Kiggen
Board of Health Chair:	Matthew Fuller, PHD
Member:	Jaikaur LeBlanc
Member:	Kathleen Lannon, RN, MS

The Health Department staff consists of a part-time Nurse, a part-time Administrative Assistant and a full-time Director. The Director reports to the Board of Health, which consists of three, Town-elected members. Our mission and responsibility are to protect the community by creating and maintaining conditions that keep our people healthy. Licensing, permitting, health surveillance, health promotion and emergency preparedness are several key components of our efforts. Please note: Many of the following activities and programs were on hold or reduced due to the pandemic and related safety issues.

Licensing

In 2020, the department processed 136 business licenses to food establishments, septic installers, septic haulers, trash haulers, hazardous material storage facilities, public and semi-public pools, tanning establishments and body art establishments. State and local government require that these licenses be renewed annually. The department generated \$21,415 in revenue from the issuance of licenses.

The following is a list of notable licenses issued in 2020:

Food Service (All)	57
Hazardous Materials Storage	26
Septic Installers	18
Septic Haulers	15
Tobacco	9
Trash Haulers	8
Swimming Pools (public & semi-public)	2
Body Art Practitioners	2
Body Art Establishment	1
Funeral Director	1
Tanning	0

Permitting

The department issued 72 permits in 2020. These permits were issued for camps, the construction of private septic systems, the abandonment of private septic systems, installation of private swimming pools, beaver management and site developments that exceed Environmental Health Impact Report (EHIR) thresholds. Unlike licenses, permit applications are received from residents throughout the year as needed. The department generated \$9,927.20 from the issuance of permits.

The following is a list of notable permits issued in 2020:

Septic system construction permits	20
Temporary food event permits	5
Soil testing (both septic and stormwater) permits	15
Septic abandonment permits	15
Septic Plan reviews	20
Title V reviews	11
Residential swimming pool construction permits	11
Beaver management permits	0
Permit to raise domestic fowl	3
Camp permits	3
Environmental Health Permits	3
Private Wells	3

Health Surveillance

The department conducted routine inspections of food establishments, recreational camps, public swimming pools, hazardous waste storage facilities, and tanning facilities. The department in a normal year conducts an estimated 54 food establishments inspections twice a year, 2 swimming pool inspections and 2 camp inspections.

The department responded to the community’s complaints of air quality, noise, odor, trash, dust and other nuisances. In 2020 the department investigated:12 housing related complaints, 2 food related complaints and 30 environmental complaints (noise, CoVid, trash, air quality).

Tobacco Related

The Department routinely deals with tobacco related issues including compliance checks on all town vendors. The Health Department was involved in the new vaping concerns and enforced subsequent regulations that the State enacted to protect the public health.

Emergency Preparedness and Health Promotion

Emergency Preparedness

As required by the United States Centers for Disease Control and Prevention, (CDC) and the Office of Preparedness and Emergency Management (OPEM) the department continues to be involved with Bioterrorism and Emergency Preparedness planning. The department is actively involved in the Local Emergency Planning Committee and with the Health and Medical Coordinating Coalition Region 4AB.

The department also leads a group of local volunteers that are committed to assisting the community in the event of a natural or manmade emergency. The Millis Medical Reserve Corps (MRC) is comprised of both medically trained and non-medically trained residents. Residents interested in joining the MRC are urged to call the department at (508) 376-7042. Information about the regional MRC can be accessed online at: <http://region4a-ma.org/MRC>

Health Fair and Flu Clinics

The Millis Health Department continued its commitment to the prevention of communicable disease with several small fall Flu Clinics in 2020. A Flu Clinic for ages 8 years and older was held in the Veterans Memorial Building.

MRC volunteers assisted at the flu clinics by administering flu shots and by helping with paper work and clinic traffic flow. The well-attended flu clinics would not be possible without the help of these volunteers. The department wishes to extend a sincere thanks to our dedicated MRC volunteers.

The Town's Public Health Nurse also hosted clinics in her office to accommodate people unable to attend the clinics. Several afternoon clinics were held to vaccinate town employees.

All flu vaccine was provided free of charge to residents regardless of insurance status.

Annual Rabies Clinic

The Town run annual Rabies Clinic at the DPW garage was cancelled due to CoVid related issues .

Collaboration with Town Agencies

Working with various Town boards, departments and committees, the department worked to promote healthy living in the community.

Representatives from the department were active participants in the Drinking Water Committee, the Local Emergency Planning Committee, the Master Planning Implementation Committee, the Safety Committee and the Sewer Study committee.

Responsible Disposal of Household Hazardous Waste

The department continued to collaborate with Millis Public Works Department, the Norfolk Recycling Center and Wheelabrator Technologies, Inc. to provide environmentally safe means of household hazardous waste disposal.

For an established fee, Millis residents were allowed to obtain a visitor's pass for the disposal of common household hazardous waste items at the Norfolk Recycling/Transfer Station from April 1st through September 30th. This program will continue in 2021.

Working with Wheelabrator Technologies, Inc. the department offered Millis residents an opportunity to drop off mercury switches, thermostats and thermometers at our office for recycling. This program will continue in 2021.

Responsible Disposal of Household Medical Waste and unwanted Prescription Drugs

The department continued to collaborate with the Millis Fire and Rescue Department to provide residents an opportunity to dispose of used medical sharps. This program will continue in 2020. Residents are encouraged to bring used medical syringes to a kiosk located in the Fire Station.

Residents are encouraged to remove and discard unwanted prescription drugs from their homes. Drug drop boxes are located in several neighboring communities. The drop box is located at the

Millis Police Department Lobby free of charge, and allows an environmentally safe means of disposing of unwanted drugs. The following website offers a comprehensive list of drug drop boxes available for use: <https://www.mass.gov/service-details/find-a-waste-medication-kiosk> The department will be happy to help locate the nearest drop box for residents. Please call (508) 376-7042 for assistance.

Food Related

Throughout the year the department was notified of food recalls through the Health and Homeland Alert Network (HHAN). Once notified, the department documented the recall, posted the information in Town Hall and contacted businesses distributing the recalled food items. For updated recall information: <https://www.fsis.usda.gov>.

In accordance with Federal/State food regulations, organizations that sell or distribute food items are required to obtain a Temporary Food Permit prior to their events. Foodborne illnesses are often caused by improper food preparation and storage. The department reviews temporary food permit applications for compliance with State food regulations prior to the issuance of permit. There is no fee required for these non-profit permits.

The Health Department inspects all food service facilities twice a year and uses the Food Code as criteria. The inspector also checks grease trap logs to ensure timely and proper disposal.

The department issued 5 Temporary Food Permits in 2020.

Mosquito Control

The department serves as a liaison between the Norfolk County Mosquito Control District (NCMCD) and the Town. The NCMCD notifies the department of planned mosquito-control application activities. Once notified the department posts this information on the Town website.

The 2021 Larvicide spray schedule, when available, will be posted on both the Town website and the NCMDC website, www.norfolkcountymosquito.org. Residents are encouraged to request services or to opt-out of the spray application on their private property via the NCMDC website.

In 2020, the NCMCD continued to apply an Integrated Pest Management (IPM) approach to mosquito control. This approach included mosquito surveillance, water management, larval mosquito control and adult mosquito control. In an effort to reduce mosquito breeding areas in our community in 2020 the NCMCD performed the following:

Virus Isolations in the town:	20 samples submitted, with 0 isolations in 2020
Requests for service:	316
Culverts cleared	31 culverts
Drainage ditches checked/hand cleaned	4,600 feet
Intensive hand clean/brushing*	600 feet
Mechanical water management	9,960 feet
Tires collected	4

Larval Control

Spring aerial larvicide applications (April)	182.6.0 acres
Summer aerial larvicide applications (May – August)	0 acres
Larval control - briquette & granular applications by hand	8.6 acres
Abandoned/unopened pool or other manmade structures treated	0 briquets
Adult aerosol ultra-low volume (ULV) applications from trucks	5,808 acres

investigated and where necessary cleared 26 culverts and 4,800 feet of drainage ditches. 168 Discarded tires were collected. 211 Acres of land were treated with aerial larvicide applications. 8.4 Acres of land were treated by hand applications of briquette and glandular larvicide. 4,894 Acres of land were treated with adult aerosol ultra-low volume adult mosquito applications from trucks. There was zero Virus Isolation in Town during 2019. There were 543 requests for service from Millis to NCMCD.

Because many species of mosquitos are found to breed in stagnant water, the NCMCD encourages people with unused tires to call the NCMCD for a free pick up and disposal of automotive tires.

Should a mosquito-borne virus be identified in Town, the department would work with the Millis School, Police and Fire and Public Works Departments to immediately notify residents. Reverse 911, Millis Public Schools' listserv and message boards would all be utilized. The department would then work with the NCMCD and the Centers of Disease Control (CDC) to limit public exposure. Eastern Equine Encephalitis (EEE) was an issue in the region and late season dusk to dawn restrictions as well as aerial adulticide spraying were initiated.

Public Health Nurse Report

In addition to administrating vaccine throughout the fall season, the nurse is responsible for documenting all vaccinations and for seeking reimbursement for the cost of the program. Each vaccine dose is recorded as required by the Department of Public Health in the online network Massachusetts Immunization Information System (MIIS). The nurse submits insurance information for reimbursement from commercial plans and from Medicare. The Town received \$7,364.95 in reimbursements for the former season's flu vaccine administration. This money was used to purchase medical supplies, to fund sharps collection services for the Town and to finance the purchase of future vaccine.

Communicable disease investigation is an ongoing requirement of municipal health departments. The nurse uses the Massachusetts Virtual Epidemiologic online network (MAVEN) to investigate, report and follow-up on communicable diseases involving Town residents. Education of the public and prevention of further spread of communicable disease are important components of this mandate.

Pandemic related issues were the predominant focus during 2020 this included: Contact Tracing cluster investigation, isolation -quarantine procedures. Vaccination planning was also a priority towards the latter half of 2020.

The following communicable diseases were recorded or investigated for the year 2020:

Disease	Num of Cases
Babesiosis	5
Campylobacteriosis	1
Cryptosporidiosis	1
Hepatitis C	2
Hepatitis C	3
Human Granulocytic Anaplasmosis	3
Influenza A/B	19
Legionellosis	1
Lyme Disease	32
Novel Coronavirus (SARS, MERS, etc)	375
Tuberculosis (Latent)	2
Campylobacteriosis	0
Shigella	0
Salmonella	0
Strep Pneumoniae	0
HGA	0
Pertussis	0
Measles	0
TOTAL	444

Respectfully Submitted,
John McVeigh, MBA, CHO, RS
Health Director

REPORT OF THE BUILDING DEPARTMENT
Receipts from January 1, 2020 - December 31, 2020 were:

Building permits \$381,174.00
Wiring permits \$39,645.00
Plumbing permits \$38,950.00
Gas permits \$25,550.00

Total \$492,797.00

BUILDING DEPARTMENT –1482 permits were issued for all construction categories in 2020. The estimated construction value is \$ 38,178,928.00 as follows:

BUILDING PERMITS	595
WIRING	421
PLUMBING	237
GAS	229

The building department made approximately 2522 site inspections, responds to fire calls, conducts safety inspections, conducts inspections for compliance with the state building code, zoning enforcement requests, inspections for compliance with the state electrical code as well as plumbing and gas code, issues all permits, meets with licensee's, homeowners and the general public. Provides customer service taking hundreds of phone requests and works with other town agencies.

I would like to thank the Board of Selectmen, all town departments and the residents of the Town of Millis for their support. The building department looks forward to the continued construction growth and the challenges for ensuring code compliance in the future.

The building department, under the Mass. Department of Public Safety, enforces 780 CMR Massachusetts Building Code, M.G.L. 40A The Zoning Act, Local Zoning by-laws, 521 CMR A.A.B. Regulations, Enforces Planning Board decisions, Zoning Board decisions, Storm Water Regulations, Trench Regulations, Assists with the enforcement of 310 CMR Wetland Protection Act, Enforces 527 CMR Massachusetts Electrical Code, 248 CMR Massachusetts Plumbing & Gas Code and other related regulations we also respond to various other requests.

A sincere thank you to Liz Rand our department assistant for her dedication to customer service and employees as well as Steve Bianchi.

Respectfully submitted,

Michael Giampietro, C.B.O.
Building Commissioner/Zoning Officer/Deputy/ Wire Inspector

Gary Pelletier, Alternate Building Commissioner

Jennifer Sweet, Deputy Wiring Inspector
Michael Mancini, Deputy Wire Inspector
Timothy Costello Plumbing/Gas Inspector
Jack Rose, Deputy Plumbing and Gas Inspector
Department Assistants, Elizabeth Rand & Steve Bianchi

Capital Planning Committee Report – June 2020

The Capital Planning Committee is pleased to present the Town with our capital planning report for June, 2020. The committee was established by bylaw in May of 2017 with the mandate of creating a long-term capital plan for the Town of Millis which could help citizens attain a more complete understanding of expenditures that the Town may need to undertake in coming years. The Committee has worked with the Select Board, Town Administrator, School, DPW, Police, Fire and other town departments to compile the information provided in this report.

As of the writing of this report, the global community faces the unprecedented health emergency and economic disruption of the COVID-19 pandemic, and Millis, like other towns in the state and across the nation faces significant uncertainty as the economy slowly reopens towards a “new normal”.

Despite the disruption of the pandemic, the Capital Planning Committee has been able to meet virtually to try to quantify and prioritize the various capital needs of the Town. Given the uncertainty around potential funding available for capital projects in the near term, the Committee took a slightly different approach than in prior reports. Specifically, the Committee decided to only prioritize those capital items that were related to public safety or other critical needs for the town at this time. A high-level breakdown of these items is shown in the table below:

	# of projects	Total estimated cost
Considered items	7	\$1,978,378
Deferred consideration	16	987,999
Total	23	\$2,966,377

For those items considered, the Committee went through a process to rank the priorities for the various projects, which accounted such factors as public safety, integration with broader projects, and overall benefit to the Town. Based on this ranking, the committee then grouped the various capital items into four categories 1) highest priorities 2) medium priorities 3) lower priorities and 4) those for which we have deferred considerations.

A high-level breakdown of these items is shown in the table below:

	# of projects	Total estimated cost
Highest priorities	4	\$132,000
Medium priorities	2	1,791,374
Lower priorities	1	55,004
Deferred consideration	16	987,999
Total	23	\$2,966,377

High priorities include a state-mandated drinking water risk assessment, replacement gear for the fire department, and a new automated crosswalk safety system. Medium priorities include a long-term agreement to outsource maintenance of the Town’s water tanks and a new fire hose.

It is noted that there are many capital needs that appear on the attached schedule that need to be deferred into the future when funding is available to proceed on these items.

Also included in this report is a schedule that summarizes the Town's known long-term capital needs for the next 10-years and beyond that have been identified by the various departments. The intent of the Committee is to provide the citizens of Millis with as much transparency as possible to the evolving future capital needs of the town, and as you will see, they are significant, totaling approximately \$54.6 million. The report breaks down the capital items into several categories, including Facilities, Public Safety, Public Works, Schools and other. The items are then subcategorized by department.

It should be noted that this long-term report does not represent a recommendation from the Committee to proceed with any particular capital item on the list, nor does it presume what source(s) of funding would be needed to proceed with these capital items. It should also be noted that this long-term report will be updated periodically as new capital needs are identified, or items are removed from the list. The report will also be updated to reflect updated cost estimates for items as they become closer to reality. In particular, it should be noted that the Town is currently assessing potential options for the long term needs of seniors in Millis, including potential alternatives for a Senior Center. As of the writing of this report, we do not have enough information to provide a cost estimate and will update the report as more information is available.

The Committee had intended to hold a public meeting in advance of the Town Meeting to review the report with interested parties, but the current logistics related to stay-at-home orders made that impractical. We will look to hold a meeting at some point in the future once it is feasible to have a public gathering.

Since the Committee first compiled information on the Town's capital needs, we have refined the prioritization process, however, we recognize that there are areas that will need to be further developed within the capital planning process, and as such, the Committee expects that the long term capital plan and the annual recommendation process will evolve over time to meet the needs of the Board, other relevant committees, department heads, and most importantly, the citizens of the Town of Millis.

The members of the Committee have regularly scheduled meetings where the public is welcome to attend and ask any questions regarding this report and we look forward to working with all interested parties on this important initiative. We also note that the Committee currently has two positions open for additional members and would be happy to meet with any member of the community who might be interested in taking a seat on the Committee.

Respectfully submitted,

Town of Millis Capital Planning Committee

Jonathan Barry – Chair

Peter Berube

John Corcoran

James McCaffrey

Kerri Roche

Capital Planning Committee Priorities for June 2020 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
Water enterprise	Drinking water risk & resilience assessment	40,000	Recommend for appropriation
Fire	Self-contained breathing apparatus bottle replacement	12,000	Recommend for appropriation
Police	Crosswalk signals	40,000	Recommend for appropriation
Fire	Turnout gear replacement	40,000	Recommend for appropriation
	Subtotal	\$132,000	
Medium priorities			
Fire	Large diameter hose replacement	\$15,000	Recommend for appropriation
Water enterprise	Farm Street & Walnut Street Water Tank 15-Year Asset Management Program	1,776,374	Estimated cost shown is for full 15 years. Recommend appropriation of \$199,921 for first year payment
	Subtotal	\$1,791,374	
Lower priorities			
DPW/Water/Sewer	2-way radio replacement	\$55,004	Recommend deferral to later date
	Subtotal	\$55,004	
Deferred consideration			
Stormwater enterprise	Village Street and Birch Street Drainage System Improvements	\$588,881	Recommend deferral to later date
School	New bus lease	35,000	Recommend deferral to later date
Council on Aging	Flooring VMB Room 21	8,000	Recommend deferral to later date
School	Computer Replacement Grade 6 Chromebooks	27,000	Recommend deferral to later date
School	Replace switches for VOIP and PA network	6,000	Recommend deferral to later date
School	Classroom Projectors (20)	9,000	Recommend deferral to later date
School	Skid Steer	45,000	Recommend deferral to later date
Town Buildings	Fire Panel & Fire Sensor Replacement at Veterans Memorial Building	60,640	Recommend deferral to later date
School	Lockers	30,000	Recommend deferral to later date
School	Furniture	22,000	Recommend deferral to later date
School	Curriculum and instructional materials	10,000	Recommend deferral to later date
School	Computer replacement laptops for TV production	6,975	Recommend deferral to later date

School	Smart Boards/Interactive Board technology	43,200	Recommend deferral to later date
School	Wireless network	40,000	Recommend deferral to later date
Building department	Filing system	7,373	Recommend deferral to later date
Police	Car 50	48,930	Recommend deferral to later date
Total		\$987,999	

Capital Planning Committee Report – November 2020

The Capital Planning Committee is pleased to present the Town with our capital planning report for November 2020. The committee was established by bylaw in May of 2017 with the mandate of creating a long-term capital plan for the Town of Millis which could help citizens attain a more complete understanding of expenditures that the Town may need to undertake in coming years. The Committee has worked with the Select Board, Town Administrator, School, DPW, Police, Fire and other town departments to compile the information provided in this report.

As of the writing of this report, the global community continues to cope with the uncertainty and disruption of the COVID-19 pandemic, and Millis, like other towns in the state and across the nation is working to adapt to a new paradigm. The Capital Planning Committee has been able to meet virtually to try to quantify and prioritize the various capital needs of the Town. A high-level breakdown of these items is shown in the table below:

	# of projects	Total estimated cost
Considered items	10	\$496,695
Deferred consideration	11	860,496
Total	21	\$1,357,191

For those items considered, the Committee went through a process to rank the priorities for the various projects, which accounted such factors as public safety, integration with broader projects, and overall benefit to the Town. Based on this ranking, the committee then grouped the various capital items into four categories 1) highest priorities 2) medium priorities 3) lower priorities and 4) those for which we have deferred considerations.

A high-level breakdown of these items is shown in the table below:

	# of projects	Total estimated cost
Highest priorities	6	\$422,300
Medium priorities	2	59,022
Lower priorities	2	15,573
Deferred consideration	11	860,496
Total	21	\$1,357,191

High priorities include equipment for the fire department, a new police car, repairs to the HVAC system at the Middle/High School, a dump truck for the DPW and mandated groundwater studies. Medium priorities include a pickup truck for the DPW, and a new firehose. It is noted that there are many capital needs that appear on the attached schedule that need to be deferred into the future when funding is available to proceed on these items.

In June, 2020, the committee presented a schedule that summarizes the Town's known long-term capital needs for the next 10-years and beyond that have been identified by the various departments with the intent of providing the citizens of Millis with as much transparency as possible to the evolving future capital needs of the town. The committee is working to update this long-term plan and anticipates adding items related to potential alternatives for a Senior Center as well as items related to

significant renovations for the Middle/High school over the next several years. As of the writing of this report, the committee does not have enough information to provide a cost estimate and will update the report as more information becomes available.

On a positive note, the Town was recently informed that one of the more significant capital items on our report – work related to repairs on the Dover Road bridge would be paid for through State funding, which will help to defray the burden on taxpayers related to critical capital needs of the town.

Since the Committee first compiled information on the Town's capital needs, we have refined the prioritization process, however, we recognize that there are areas that will need to be further developed within the capital planning process, and as such, the Committee expects that the long term capital plan and the annual recommendation process will evolve over time to meet the needs of the Select Board, other relevant committees, department heads, and most importantly, the citizens of the Town of Millis.

The members of the Committee have regularly scheduled meetings where the public is welcome to attend and ask any questions regarding this report and we look forward to working with all interested parties on this important initiative. We also note that the Committee currently has two positions open for additional members and would be happy to meet with any member of the community who might be interested in taking a seat on the Committee.

Respectfully submitted,

Town of Millis Capital Planning Committee

Jonathan Barry – Chair

Peter Berube

John Corcoran

James McCaffrey

Kerri Roche

Capital Planning Committee Priorities for November 2020 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
DPW	New dump truck	108,585	Recommend for appropriation
Fire	Self-contained breathing apparatus bottle replacement	12,000	Recommend for appropriation
Police	Replace police cruiser	53,610	Recommend for appropriation
Fire	Turnout gear replacement	43,330	Recommend for appropriation
DPW	Infiltration and inflow assessment	105,775	Recommend for appropriation
School	HVAC repairs and modifications	99,000	Recommend for appropriation
	Subtotal	\$422,300	
Medium priorities			
Fire	Large diameter hose replacement	\$15,000	Recommend for appropriation
Water enterprise	Pickup truck	44,022	Recommend for appropriation
	Subtotal	\$59,022	
Lower priorities			
Council on Aging	Flooring VMB Room 21	8,000	Recommend deferral to later date
Building department	Filing system	7,373	Recommend deferral to later date
	Subtotal	\$15,573	
Deferred consideration			
Stormwater enterprise	Village Street and Birch Street Drainage System Improvements	\$588,881	Recommend deferral to later date
School	Computer Replacement Grade 9 Chromebooks	27,000	Recommend deferral to later date
School	Replace switches for VOIP and PA network	6,000	Recommend deferral to later date
School	Classroom Projectors (20)	9,000	Recommend deferral to later date
School	Skid Steer	45,000	Recommend deferral to later date
Town Buildings	Fire Panel & Fire Sensor Replacement at Veterans Memorial Building	60,640	Recommend deferral to later date
School	Computer replacement laptops for TV production	6,975	Recommend deferral to later date
School	Lockers	20,000	Recommend deferral to later date
School	Wireless network	40,000	Recommend deferral to later date
School	New bus lease	35,000	Recommend deferral to later date
School	Furniture	22,000	Recommend deferral to later date
Total		\$860,496	

Town of Millis
Capital Planning Committee
Consolidated Schedule of 10-Year Capital Needs - June 2020

Fiscal Year	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	Timing Indefinite	Long-Term total
Facilities	176,048	1,577,120	2,249,105	752,733	733,751	1,050,000	50,000	50,000	50,000	76,878	3,139,254	9,904,889
COA											25,000	25,000
DPW	8,000										3,000,000	3,000,000
Facilities												8,000
Multi												
School	57,408	1,494,000	2,199,105	702,733	683,751	1,000,000				26,878		6,163,875
VMB	110,640	83,120	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	114,254	708,014
Other	52,375	68,000	64,000	43,000	50,000	25,000	25,000	25,000	75,000	25,000	7,240,000	7,692,375
Administration	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000		250,000
Building Department	7,375											7,375
COA		24,000		-					50,000		70,000	144,000
Fields			15,000	18,000	25,000						7,170,000	7,170,000
Library		23,000										58,000
Oak Grove	20,000	20,000										23,000
Town Clerk	203,630	508,200	803,990	500	266,350	380,500	204,450	190,500	486,480	82,495		3,127,095
Public Safety	137,000	65,500	113,990	500	76,350	220,500	204,450	125,500	111,480	82,495		1,137,765
Equipment	66,630	442,700	690,000		190,000	160,000		65,000	375,000			1,989,330
Vehicle												
Public Works	1,683,806	3,141,254	3,017,254	2,982,255	2,734,517	2,603,976	2,506,878	2,574,882	2,487,993	2,397,000	3,116,444	29,246,259
Equipment	55,004	160,000			120,000						63,000	398,004
Infrastructure	1,628,802	2,870,254	2,930,254	2,930,255	2,544,517	2,478,976	2,481,878	2,484,882	2,487,993	2,397,000	2,903,444	28,238,255
Vehicle	-	11,000	87,000	52,000	70,000	125,000	25,000	90,000			150,000	610,000
Schools	318,895	467,060	516,389	377,058	352,712	410,072	430,624	477,208	417,830	781,586	85,000	4,634,434
Equipment	273,895	277,060	295,825	257,058	227,833	282,834	211,370	179,870	194,358	467,798	85,000	2,747,501
School	10,000	80,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000		570,000
Vehicle	35,000	115,000	160,564	60,000	65,880	67,238	159,254	237,338	163,472	253,788		1,316,933
Grand Total	2,434,753	5,761,634	6,650,738	4,155,546	4,137,330	4,469,548	3,216,952	3,317,590	3,517,303	3,362,960	13,580,698	54,605,052

**PROSPECT HILL CEMETERY
2020 ANNUAL REPORT**

- Prospect Hill Cemetery had 40 burials in 2020.
- Prospect Hill Cemetery sold 21 graves in 2020.
- A new road configuration was put in place to better access section F.
- A new drainage system was installed in section F.
- Various areas in the cemetery had trees that were diseased and storm damaged that made it necessary to remove or trim back several trees in various areas of the Cemetery this past year.
- The committee continues to review the existing Rules and Regulations to determine if they are meeting current, as well as foreseeable needs of the Cemetery.
- Thank you to the people of Millis for their continued support given to keeping our cemetery the beautiful and historic treasure that it is today.

Respectfully submitted for the Cemetery Review Committee:

Members:	Marsha Collins	Ex officio: Steven Main
	John Doyle	
	James McKay	
	Jeffrey Mushnick	
	Wayne Simpson	
	Erin Underhill	
	Charles Vecchi	

2020 ANNUAL REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

The Massachusetts Community Preservation Act (CPA) was adopted by the Town of Millis in 2006, when a one percent property tax surcharge was approved by Millis voters. These funds are to be used for open space, recreation, community housing, and historic buildings and landscapes.

The Millis Community Preservation Committee (CPC) consists of representatives from the Board of Selectmen, Conservation Commission, Historical Commission, Planning Board, Recreation Committee, Housing Authority, and three member-at-large citizens appointed by the Board of Selectmen. The purpose of the CPC is to review all project proposals, vote to approve or reject projects for submittal to Town meeting, and review the needs of the Town and make recommendations for the use of CPA funds.

The CPC welcomes project proposals from any resident or group of citizens of Millis. The CPC developed guidance in March 2009 to assist Millis citizens in developing proposals. This document/application may be downloaded from the Town of Millis Community Preservation Committee website.

The CPC has funded several projects through the approval of Town Meeting. In 2020, projects included appropriating \$600.00 for Phase I of the Henry F. Walling Map Preservation Project submitted by the Millis Public Library. This 1852 historically significant map was gifted to the Library earlier in the year. The CPC also funded \$74,558.49 for the Memorial Fields Improvements project submitted by Michael Rand, Millis Girls Softball League. The continued repair/restoration of Niagara Firehouse is ongoing.

All Millis residents are welcomed to attend our meetings to discuss ideas and/or project proposals. The CPC generally meets on the first Thursday of each month. Since March 2020, meetings have been held remotely via ZOOM. Meetings are posted at the Veterans Memorial Building and the Town of Millis website. Please visit our website for additional information and regularly posted agendas and meeting minutes at: <https://www.millisma.gov/community-preservation-committee>

In Memoriam

Anne Rich, CPC Member, Conservation Commission Representative

It is with great sadness that the Committee reports the sudden passing of our Conservation Commission representative on the CPC, Ms. Anne Rich, on July 20, 2020. Anne was a fifty year resident of Millis and a long-standing, valued and well respected member of the Community Preservation Committee. She had been a member since the CPC was established. Her knowledge of the history of various properties in Town was

invaluable. She was also actively involved with other conservation organizations as well. She will be greatly missed, but never forgotten.

Respectfully submitted,

The Millis Community Preservation Committee:

Nathan Maltinsky, Chair (Historical Comm.)	Dave Baker (Member at Large)
Wendy Barry (Member at Large)	Pam Mustard (Recreation Comm)
Erin Underhill (Select Board)	James McKay (Member at Large)
Ray Normandin (Housing Authority)	Nicole Riley (Planning Board)
Carol Hayes (Conservation Commission)	Shawn Power (FinCom Liaison)
Camille Standley, Administrative Assistant	

**TOWN OF MILLIS
COMMUNITY PRESERVATION FUND
THROUGH 11/30/2020**

TOTAL CASH RECEIVED FY 2008	\$101,695.01
TOTAL CASH RECEIVED FY 2009	\$179,671.27
TOTAL CASH RECEIVED FY 2010	\$145,237.14
TOTAL CASH RECEIVED FY 2011	\$138,468.83
TOTAL CASH RECEIVED FY 2012	\$137,684.53
TOTAL CASH RECEIVED FY 2013	\$142,525.75
TOTAL CASH RECEIVED FY 2014	\$178,900.71
TOTAL CASH RECEIVED FY 2015	\$164,736.51
TOTAL CASH RECEIVED FY 2016	\$169,675.91
TOTAL CASH RECEIVED FY 2017	\$169,543.82
TOTAL CASH RECEIVED FY 2018	\$177,319.91
TOTAL CASH RECEIVED FY 2019	\$195,481.22
TOTAL CASH RECEIVED FY 2020	\$233,675.44
TOTAL CASH RECEIVED FY 2021	\$153,327.33

TOTAL LIFE TO DATE **\$2,287,943.38**

FY 2021	06/30/20	appropriation	transfer	11/30/20
RESERVED FOR OPEN SPACE	\$89,365.05	\$21,492.00	(\$74,558.49)	\$36,298.56
RESERVED FOR HISTORIC RESOURCE	\$57,974.37	\$21,492.00	(\$600.00)	\$78,866.37
RESERVED FOR COMMUNITY HOUSING	\$107,586.00	\$21,492.00	\$0.00	\$129,078.00
BUDGETED RESERVE	\$0.00	\$80,000.00	\$0.00	\$80,000.00
UNDESIGNATED FUND BALANCE 11/30/20	\$458,999.48			\$470,875.27
TOTAL	\$713,924.90	\$144,476.00	(\$75,158.49)	\$795,118.20

FY 2021	07/01/20 BUDGETED	EXPENDED	11/30/20 AVAILABLE
OPERATING BUDGET			
SALARY BUDGET	\$5,373.00	\$1,672.76	\$3,700.24
EXPENSE BUDGET	\$5,373.00	\$0.00	\$5,373.00
LONG TERM DEBT PRINCIPAL	\$25,000.00	\$25,000.00	\$0.00
SHORT TERM DEBT PRINCIPAL	\$0.00	\$0.00	\$0.00
LONG TERM DEBT INTEREST	\$11,075.00	\$5,850.00	\$5,225.00
SHORT TERM DEBT INTEREST	\$0.00	\$0.00	\$0.00
SUB-TOTAL	\$46,821.00	\$32,522.76	\$14,298.24
ARTICLES			
NIAGARA FIRE HOUSE PHASE 4	\$11,333.79	\$0.00	\$11,333.79
HOUSING PRODUCTION	\$0.00	\$0.00	\$0.00
NIAGARA HALL RECORD PRESERVATON	\$6,317.55	\$0.00	\$6,317.55
DIGITIZATION OF HINDY ROSENFELD COLLECTION	\$161.06	\$0.00	\$161.06
PRESERVATION & REHAB H.F. WALLING MAP	\$600.00	\$0.00	\$600.00
MEMORIAL FIELDS IMPROVEMENTS PROJECT	\$74,558.49	\$0.00	\$74,558.49
SUB-TOTAL	\$92,970.89	\$0.00	\$92,970.89
TOTAL OPERATING BUDGET & ARTICLES	\$139,791.89	\$32,522.76	\$107,269.13

2020 REPORT OF THE MILLIS CONSERVATION COMMISSION

The Millis Conservation Commission is responsible for protecting the natural resources of Millis and protecting the town's watershed resources. The Commission remains dedicated to administering the Town of Millis Wetlands Protection Bylaws – Article XIX – and the Commonwealth of Massachusetts Wetlands Protection Act Regulations 310 CMR 10.00. We continue to meet to hear and discuss issues pertaining to wetlands in the Town of Millis. In 2020, the Conservation Commission conducted its schedule of public hearings to review applications pertaining to the Massachusetts Wetlands Protection Act and the Town of Millis Wetlands Protection Bylaw.

Applications, in part, consisted of Abbreviated Notices of Resource Area Delineations, Notices of Intent, Requests for Determination of Applicability and Certificates of Compliance. These applications included numerous site visits conducted by the Commission. Site visits/walks to judge compliance with Orders of Conditions and issuance of Certificates of Compliance (COC) for a number of completed projects were also conducted by the Commission members during 2020. We are pleased to report that permit conditions were satisfactorily met for a majority of projects. The Commission continues its oversight of the Regency at Glen Ellen Senior Residential Community Development project on Orchard Street. Highlights included the reconstruction/redevelopment of the Dept. of Public Works facility on Water St. and numerous single-family home construction approvals.

The Conservation Commission is the official agency specifically charged with the protection of natural wetland resources in the Town of Millis. The Commission is authorized to administer the State Wetlands Protection Act and additionally, the Conservation Commission is charged with administering the Town's Wetland Protection Bylaw (Article XIX). The Commission also continues to investigate further changes to better protect Millis' resources by working on amending the Town of Millis, Wetlands Protection, Rules and Regulations, promulgated under the Town of Millis Wetlands Protection Bylaw.

The Conservation Commission typically meets once a month, via ZOOM since March of 2020, on Monday evenings. Our meeting times and dates are posted on the Town of Millis website and in the Veterans Memorial Building, Main Street, Millis. All meetings are open to the public. Public hearing notices are also printed in the Milford Daily News. We encourage residents to attend our meetings if they have questions or concerns pertaining to wetland protection.

The Conservation Commission comprises seven volunteer residents and currently has one position open. The Commission wishes to extend it thanks to Mr. RamCharan Khalsa for his two years' service on the Commission. Long-time Commission member Mr. Daniel Lee stepped down the end of December. The Commission thanks him as well for his many valued years serving the Commission. The Commission welcomed Mr. John Steadman in August and Mr. Scott McPhee in December. The varied expertise of these members greatly enhances the efficacy of the Millis Conservation

Commission. Also, thank you to Camille Standley, our dedicated Administrative Assistant.

The Millis Conservation Commission also oversees parcels of land that were purchased in part by the Town of Millis or were acquired through donations. An example is the property at 72 Pleasant Street, the former Verderber Farm, which is comprised of a diverse mixture of wooded uplands, open grassy meadows and wetlands. The Commission would like to thank those individuals and families who have donated precious wetland and upland areas to the Commission for perpetuity. By your kindness, you have acted to preserve part of your hometown for yourself and future generations to enjoy.

Please visit our website for additional information and regularly posted agendas and meeting minutes at: <https://www.millisma.gov/conservation-commission>

In Memoriam

Anne Rich, Conservation Commission Vice Chair

It is with great sadness that the Commission reports the sudden passing of our Vice Chair, Ms. Anne Rich, on July 20, 2020. Anne was a fifty year resident of Millis and a long-standing, valued and well respected member of the Conservation Commission. She was also actively involved with other conservation organizations as well. She will be greatly missed, but never forgotten.

Respectfully submitted,
The Millis Conservation Commission

Dr. James Lederer, Chair
Carol Hayes, Vice Chair
Edward Chisholm
Christine Gavin

John Steadman
Scott McPhee

Camille Standley, Administrative Assistant

REPORT OF THE COUNCIL ON AGING

The primary goal of the Millis Council on Aging has been to maintain and improve the quality of life for our older residents by providing information and referrals to local, state and federal programs that assist 60+ residents manage the many different challenges that aging brings. From financial and Medicare planning in the “younger years” to asset protection and care/housing needs in the subsequent years, our dedicated staff is there throughout.

We have faced many challenges servicing our senior and disabled population in 2020. Last year we had 718 seniors come through our doors for services. This year we serviced 617 seniors through phone or by appointment only contacts. Transportation services dropped from traveling 12,763 miles for 393 passengers in 2019 to 3,157 miles for 119 passengers in 2020. 171 residents were documented at risk, needing emergency referrals this year compared to 94 in 2019. Although we have had limited physical contact with our seniors the contact we have had has been greatly appreciated.

The COA and the Permanent Building Committee have been working on future programming for a new facility in the future. Unfortunately, it has been decided to put that effort on hold until we have the ability to have in-person visioning sessions with the community to best determine the community's needs.

It has been exceptionally difficult to provide the day to day services during this time. It has only been made possible by the partnering with other organizations. HESSCO Elder Services Meals on Wheels Program brought meals to our residents. Massachusetts Council on Aging and Executive Office of Elder Affairs brought guidance and support to staff. Virtual events from the Millis Public Library, The Alzheimer's Foundation of America and BayPath Elder Services entertained and educated our senior residents.

The outpouring of help we received from the community was notable. Volunteers came out in numbers to assist our older residents. Volunteers manned outside tables for free bread and flower giveaways. Primavera and Victory Lane offered to go meals for anyone in need. The Recreation Department had a variety of events to help homebound seniors. The output of kindness and caring was beyond anything we had witnessed in the past.

All that we do here at the COA would not be possible without the support and direction of our Board of Directors. They are a group of residents appointed by the Town Administrator to set the policy and direction of the COA; to help the staff identify community needs and to explore ways to meet those needs and to educate themselves and our community. They are directly involved in many of our programs, giving freely of their time, talents and patience to improve the quality of life in Millis for older residents. They have generously given hours of their free time during this pandemic to assist the Council with meeting the needs of Millis residents.

Funding for activities at the center is largely supported by The Friends of Millis' COA Inc. This private non-profit 501(C)3 organization raises monies through a variety of events; and in turn supports programs and purchases equipment that cannot be provided by state and local government. Other agencies that assist us throughout the year are Town Hall Employees, The Millis Board of Health, The Millis DPW,MPD, MFD, The Millis Lions Club, Roche Brothers, and Shaw's Supermarket. We are

appreciative to our many volunteers. On behalf of the Millis COA, I extend our heartfelt gratitude to each and every one of you for your commitment to our mission.

Respectfully submitted,
Patty Kayo, Senior Center Director

Council on Aging Board:

Chairperson- Herbert Lannon
Assistant Chair- Christine McCaffrey
Secretary- Helen Daly
Member-William Brown
Member- Lisette Walter
Member- Elizabeth Derwin

Senior Center Staff

Director- Patty Kayo
Outreach- Becky Poynot
Transportation Coordinator- Linda Stetson
Driver- Al Holmes
Driver- Bradford McMillan
Driver- Robert Daly
Driver- Herbert Lannon

The Millis Cultural Council

The Millis Cultural Council is part of a grassroots network of 329 local councils that serve cities and towns across Massachusetts. The state legislature provides an annual appropriation to the Massachusetts Cultural Council, which then allocates funds to each local council. The local councils then decide how the funds will be awarded to grant applicants. Millis Cultural Council members are community volunteers appointed by the Board of Selectmen. More information about the annual grant funding and the MCC can be found at www.mass-culture.org and on the Millis town website at www.millis.org under boards and committees.

The mission of the Millis Cultural Council is to promote excellence, access, and diversity in the arts, humanities, and interpretive sciences in order to enhance the quality of life in our community. The MCC strives to achieve these goals through the funding of local arts projects and programs with grants, and by hosting special events in Millis.

In 2020 the Millis Cultural Council awarded thirteen grants totaling \$5947.00 for cultural programs in Millis. The MCC received twenty grant applications for 2020, with seven applicants from the town of Millis. Of the awarded grants, five were from Millis, receiving 63% of our granted funds. The 2020 Millis Cultural Council grant recipients were:

- Millis Recreation Dept - Summer Concert Series - \$1,000.00
- Ruth Harcovitz - GREAT DAY FOR THE IRISH - \$450.00
- Theatre Group of Millis IncSpring Broadway Musical -The Addams Family \$752.00
- Robert Zammarchi - Elijah T. Grasshopper & Friends - \$650.00
- Discovery Museum - Especially for Me - \$250.00
- Gregory Maichack - Pastel Paint Your Georgia O'Keeffe Miracle Flowers - \$499.00
- Jacqueline Volpe - Mixed Media Workshop: Making Marks and Art-Collage - \$425.00
- Janet Applefield - Combating Hate and Prejudice - \$350.00
- Jim Sabitus - Event Photography Exhibit - \$100.00
- Kira Seamon - Art in Bloom at the Millis Public Library - \$150.00
- Mass Audubon's Museum of American Bird ArtWild Wonder: A Nature Journaling and Writing Program - \$400.00
- Millis Garden Club - Perennials in the Garden - Standard \$401.00
- Sandra Elaine Scott - Everybody Has a Story: Memoir Writing Workshop - \$520.00

Unfortunately due to COVID restrictions many of the programs had to postpone, modify or cancel their events. Likewise, we were unable to present our annual Community Art Show at the Niagara Building with the cooperation of the Millis Historic Commision. We look forward to bringing this even back in 2021.

The Millis Cultural Council hosted a virtual art show on July 22, 2020 titled “Healing Hearts through Arts, A Virtual Visual and Performing Arts Exhibit” whose exhibits were centered on reflections on life during a global pandemic and civil unrest. The following table summarizes the artists, titles, and a brief description:

Name	Title	Brief Description
Jenny Kessler	Postcards From A Pandemic	Graphic design
Amy Cohen	Sunrise Shadows	Dance improvisation video
Adriana Arguijo Gutierrez	Distanced Millis Black Lives Matters Protest	Photography
Jana Katz	Three Questions	Video
Amany Ferrimy	Untitled	Piano
Belle Galeon	The Forgotten	Oil painting
David O'Gara	Giant Hand	Sculpture
Hobo Coat	Anthem	Live folk song

Additionally, member Rob Zammarchi built a promotion video that can be seen at :

<https://www.youtube.com/watch?v=XOI2fvHc4h4>



While we did not meet our membership drive goal, we did add one new member Rob Zammarchi. Two of our members did resign, Carol Melancon and Barbara Matthews. Moving forward we have set a 2021 goal for three new members to join the council as member Stephanie Copice will have completed her maximum term of six years in 2021. Anyone interested in joining the Millis Cultural Council can download a volunteer form on the town website or email millisculturalcouncil@gmail.com for more information.

The 2020 Millis Cultural Council Members:

Stephanie Copice, Chairperson - 36 Van Kleeck Rd.

Laura Doherty, Clerk - 10 Cottage Ave

Melany Ferrimy- Treasurer - 2 Rolling Meadow Drive

Amy Cohen - Member starting June 11, 2019 - 190 Village Street

Rob Zammarchi - Member starting February 7, 2020 - 151 Exchange Street

Respectfully submitted,

Stephanie Copice

Chairperson, Millis Cultural Council

DEPARTMENT OF PUBLIC WORKS

The Millis DPW is responsible for maintaining and operating the following:

- 55 miles of roads;
- Stormwater Management System, (55) Miles of Drainage System, (162) Outfalls;
- Water System with (2) Storage Tanks, (6) Water Production Wells, (2) High Pressure Booster Pumps, (47.5) miles of Water Main and a Scada (Supervisory Control and Data Acquisition) System;
- Sewer System that serves more than 2/3 of Millis residents, (5) Sewer Pump Stations, (3) Meter Stations monitored by the Scada System;
- Prospect Hill Cemetery;
- Parks and Playground Equipment;
- Athletic Fields;
- Transfer Station and Recycling Center;
- Maintenance and Repair of Town Owned Equipment and Vehicles;
- Maintenance of a Landfill;
- Overhead and Ornamental Street Lighting

The DPW maintains all of the above with the following staff:

- 1 DPW Superintendent;
- 1 Water and Sewer Superintendent;
- 1 Mechanic and Facilities Manager;
- 1 Parks and Cemetery Staff;
- 1 Highway and Mechanic Staff;
- 1 Water and Sewer Technician;
- 2 Highway Staff;
- 1 Transfer Station Operator;
- 3 Water and Sewer Staff;
- 1 Stormwater Staff;
- 1.25 Administrative Staff and
- 1 Management Staff.

The Department also accomplished the following work in 2020:

- As part of the town's Annual Catch Basin Cleaning Program, (1,015) catch basins were cleaned, and 93 Cubic Yards of material were removed and put in the Town Owned Tree Nursery.
- Trimming and removal of (15) dead trees at the Prospect Hill Cemetery.
- In conjunction with the Millis Garden Club, the Town helped maintain the islands at the intersection of Village and Main streets, Norfolk Road Sewer Pump Station, Millis Public Library, Dover Road, Veterans Memorial Building, Old Town Hall and Prospect Hill Cemetery.
- The Department responded to 14 snow emergencies.

- Reconstructed or replacement of catch basins and manholes: (1) on Pleasant Street, (4) on Main Street, (3) on Union Street, (3) on Farm Street and several others throughout the town including: Farm and Union Streets, Island Road and Oakview Avenue as part of Chapter 90 paving projects.
- The following streets were paved with Chapter 90 Funds: Island Road from Exchange Street to Timberline Road - 800 feet, Farm Street from Alma Road to 130 Farm Street - 1,055 feet, Oakview Avenue from Union Street to Exchange Street - 825 feet and Union Street from Pollard Drive to Rosenfield Road - 1,150 feet.
- As part of the MassDEP requirements for testing of PFAS, the Water Department started testing all Millis wells in the Spring of 2020.
- PFAS has been found in all (6) Millis Wells. Two of them, Wells #1 and 2, the D'Angelis Water Treatment Plant (WTP), located at 7 Water Street, are testing slightly higher than the state's new standard (as of October 2, 2020), of 20 nanograms per liter (ng/L), or parts per trillion (ppt), and have been taken offline.
- The Water Department made repairs to the following water breaks located on Union Street and Pollard Drive.
- Water Department Staff made repairs to service lines including: 20 Crestview Drive, 1 Commonwealth Avenue, 210 Pleasant Street and 36 Key Street.
- Replaced (4) hydrants throughout the Town.
- Enforced a mandatory outside water ban: no watering between 9:00 AM - 5:00 PM from May 01, 2020, to September 3, 2020. On September 03, 2020, the Town enforced a mandatory outside water ban allowing watering on Wednesday and Sundays only.
- Culverts were inspected and maintained for beavers at the following locations: Farm Street, Richardson's Pond, Main Street, Larch Road, Pleasant Street and Causeway Street. A new culvert was installed on Village Street and Spencer Street by DPW Staff. Two Beaver Flow Devices were installed in the Pleasant Street culvert and Farm Street culvert.
- Completed a construction cost estimate for flood mitigation at Village & Birch Streets in preparation for FY22 Town Meeting.
- Undertook inspection and sampling of (56) "high priority" Stormwater Outfalls in the Charles River and Bogastow Brook watersheds and an additional (2)0 outfalls in "low priority" watersheds (e.g. Great Black Swamp).
- Street Sweeping was completed on 100% of town-owned streets, in compliance with the requirements of the Stormwater Management MS4 Permit.
- Submission of a Stormwater Management MS4 Annual Report to MassDEP and EPA in September 2020.
- Updates and enhancements to the Town's Stormwater Management Plan, IDDE Plan, GIS, and components of the Phosphorus Control Plan, as required by the Stormwater Management MS4 Permit.
- Construction of a 2 new buildings at the DPW garage located at 7 Water Street, started in November of 2020. Building 1 will house the staff of the DPW and School Bus Drivers and Building 2 will house a mechanic's bay for DPW vehicle repairs and a wash bay for all Town vehicles.

Transfer Station:

The Transfer Station is open two full days per week. The facility was opened 2 additional hours on Wednesdays during summer months, June 1st through September 30th. The facility received (462) tons of municipal solid waste, (60) tons of scrap metal, (215) tons of commingled recyclables and paper, (4.13) tons of TV's and electronics for recycling, and (3.46) tons of carpet, mattresses and upholstered furniture. The Town collected for composting approximately (615) tons of organic materials. The town actively recycles and delivers the containers to various recycling plants. The Transfer Station has containers for bottles/cans for pickup by the Lions Club as well as a clothing receptacle for donations. There is also a mercury thermometer receptacle which is periodically picked up by a field chemist sent by Wheelabrator; this service is free to the Town.

Respectfully Submitted,
James F. McKay,
Director
Department of Public Works

Millis Economic Development Committee

At the beginning of the year, the Economic Development Committee met with Peter Milano, the Senior Director of the state's Business Development Office. Discussed were the resources the state has that could help Millis promote its business community. An interesting fact that came out is the Town's tax base is 91.6% residential.

The Committee in February moved ahead on seeking funding for a planning study for Millis's Town Center. The Committee asked the quasi-state funding agency Mass Development for financial help on this strategy, and created a tour of the district to introduce funders to the area. Mass Development responded by sponsoring a planning review that consists of a panel of urban development specialists that will be coordinated through the Urban Land Institute. Consultations with the sponsor and panel organizers continue into 2021.

In the Spring, as the Covid-19 Pandemic began to limit and then close businesses, the Committee launched a campaign to reach out to the commercial sector. Using the Town's only existing list of businesses and tapping four Town employees, it created Millis's first data base of businesses.

Members of the Committee then distributed fliers to over a hundred store fronts, and volunteers from the Millis Public Library staff began calling the listed businesses, using the data base. The *Task Force to Re-Open Millis for Business* was formed. Several virtual meetings were held, attended by members of the Committee, business owners, and managers. Throughout the spring, several ideas and strategies were discussed to get Town residents to leave their houses and use their local businesses, once the state went into its pandemic shut down.

The Task force members met with Millis officials to discuss events and other opportunities that could be implemented within the limits of the state's social distancing guidelines. Ultimately, the Task Force was able to support the Town in adapting the Governor's Covid-19 Orders No. 35 and No. 50 and expedite the permitting process for local restaurants to open for outdoor dining. Half a dozen restaurants responded and throughout the summer and the fall were able to have dining adjacent to their buildings on sidewalks and in parking areas.

With the success of the Task Force behind them, the Committee did not hold another meeting during the Covid-19 Pandemic until October. At that meeting the Committee members began work on developing a Complete Streets campaign.

Members:

Jim Sabitus, Chair
Beth Murphy
Amanda Borgman, Secretary
Mark Spangenberg
Nicole Riley
Nate Maltinsky
Erin T. Underhill, ex-officio

Millis Energy Committee

The Millis Energy Committee's work oversees the implementation of campaigns and programs in order to reduce the Town's energy costs. During recent years it has added goals pertaining to reducing the Town's greenhouse gas emissions.

Community Energy Aggregation: This program gives Millis's electric power consumers the leverage of buying their energy supply at lower rates because they buy it together with hundreds of thousands of electric consumers throughout our region of Massachusetts. In August, the MEC asked the Town's aggregation consultant if they could provide a short-term aggregation program until the Town could join the SERPED aggregation later in the year. The consultant put the campaign out to bid but an agreement was not forthcoming because of the short contract terms and the rates offered at that particular time of the year were not competitive.

In October, the committee began planning its permanent Community Aggregation Campaign, naming it eMPower Millis. Members worked with the Town's aggregation consultant, Good Energy, to develop branding, membership processes, and marketing strategies in order to present the campaign to Millis residents and businesses. A website was created to inform the Town's utility rate payers about the program and to present an easily accessible place to sign up for the program. The Committee's chair, Craig Gibbons, led a video overview of the program that was produced and broadcast by Millis Community Media. Every Eversource electric rate payer in Town was mailed a packet informing them of the program and containing a stamped, pre-addressed remittance for anyone who wished to opt out.

By the end of December, when the program's roll-out was complete, Millis enrolled 2,811 Eversource rate payers of the Town's 3,243 eligible customers. The default electrical supply rate for members of eMPower Millis will be 10.634 cents per kilowatt hour, a savings over the defaulted utility rate of 11.79 cents per kilowatt hour. The eMPower Millis rate will remain at its level for 3 years. The new electric supply was due to begin with customers' first billing of 2021.

Green Communities Competitive Grant: The committee oversaw the close-out of the Town's 2019 GCG grant. The grant consisted of 5 projects representing \$273,860 worth of work, funded through by the Green Communities Division of the state's Dept. of Energy Resources and incentives from the Town's utilities.

Members then worked with staff and consultants to choose the projects for the Town's 3rd competitive grant (GCG Grant 2020). Eventually, 5 projects would be implemented, worth \$245,039, paid for by the state's Green Communities Grant and the utilities. Later in the year, the Committee began planning for the Town's 4th Green Communities Grant for 2021.

Regional Energy Planning Assistance grant (REPA): This report, conducted by the Metropolitan Area Planning Council (MAPC), looked at Millis's energy efficiency performance resulting from the investments made with Green Communities funding. Where the Town's investments succeeded and where they did not. During the last meeting of the year, the Committee received the final report and discussed its recommendations. Recommendations will be discussed into 2021 for the purpose of implementation.

Net-Zero Energy: The committee members had a few discussions regarding this concept that was adopted as part of the state's Road to Net-Zero Campaign.

Due to the Covid-19 pandemic, no MEC meetings were held during the spring and summer of 2020.

Committee members, 2020:

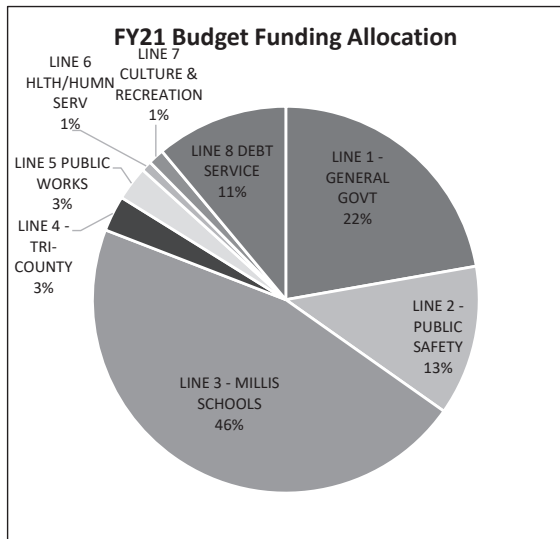
Craig Gibbons, Chair
Chris Jackson
Tom O'Connell
Tim Farrar
Kathleen Streck
Jonathan Barry
Pete Jurmain, ex officio

Finance Committee 2020 Annual Report

Under Massachusetts General Laws, each town is required to have a standing committee whose job it is to consider any or all municipal requests for the purpose of making reports or recommendations to the town. In Millis, the Finance Committee consists of nine members appointed by the Moderator to study and make recommendations on all Warrant Articles presented by the Select Board. As of the end of 2020, the Finance Committee had nine members, with four women and five men. Committee members have a variety of professions and several have school aged children. A balance of members from different demographics within Millis helps the committee function better for the town.

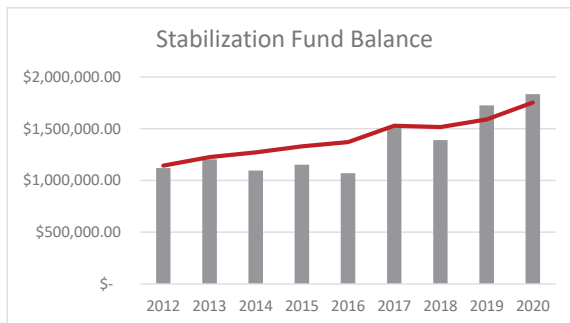
Each year, the Select Board and the Town Administrator as well as the School Committee, Library Trustees, Police and Fire Departments, Council on Aging, Planning Board, and other town departments make budget requests based on the needs of the various departments and boards. The job of the Finance Committee is to weigh those various requests against the monies available to the town. Neither the Finance Committee nor the Select Board has the authority to spend funds or make zoning, bylaw, or charter changes on their own. These responsibilities rest solely with Town Meeting, so it is important that everyone who cares about how the town is run attend and vote at Town Meeting.

In 2020, we held two unusual Town Meetings during the COVID-19 pandemic. The Select Board originally proposed a draft warrant of 27 articles for the 2020 Spring warrant. Due to the ongoing COVID-19 pandemic, the Moderator and Select Board worked together to condense the warrant to 17 articles to present at Town Meeting on June 29, 2020. At that Town Meeting, the Town approved a budget that reduced staffing time for certain municipal employees over uncertainty surrounding the level of state support Millis would receive in FY2021. However, during the COVID-19 pandemic, state and federal support remained level or increased, which allowed the town to restore staffing levels to FY20 Levels as of December 1, 2020 by vote of Town Meeting in November 2020.



In the Fall of 2020, the Town voted to appropriate an additional \$600,000 for the construction, renovation, and remodeling of the Town Department of Public Works Facility. When the project was initially presented to Town Meeting on May 2019 for \$3.9 million, the funding

sources were split equally between the General Fund, Water Enterprise Fund and Sewer Enterprise Fund. That funding was supported by the Select Board, Finance Committee and Town Meeting. At the June 2020 Town Meeting, \$135,887.97 in unexpended funds from previous Warrant Articles was appropriated to the project. At Fall 2020 Town Meeting, an additional \$600,000 for the project was approved to be split between the General Fund, Water Enterprise Fund, Sewer Enterprise Fund, and Stormwater Enterprise Fund.

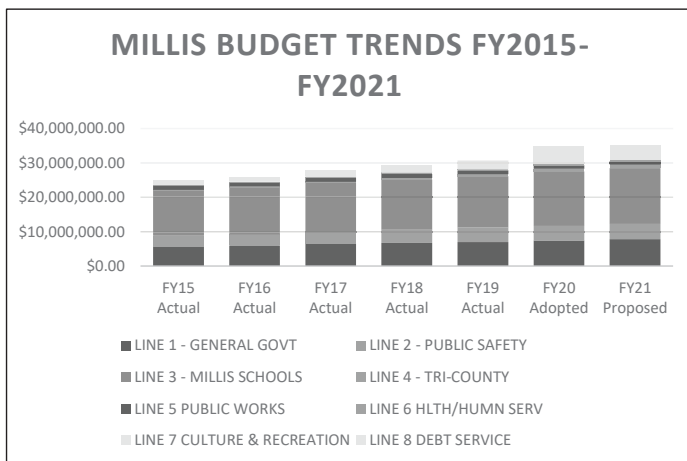


Each year the Finance Committee also balances an effort to maintain the Town's Stabilization Fund at a target of 5% of the overall Operating Budget. Maintaining the Stabilization Fund at this level or above helps maintain the town's bond rating as well as providing a "rainy day fund" to provide for unexpected needs. The Finance Committee also

looks at the various issues confronting the Town and various town departments and establishes financial priorities. After consideration and open discussion, the Finance Committee makes its recommendations and explains those recommendations at the Town Meetings. In essence, the role of the Finance Committee is to provide guidance to the residents at Town Meeting. In its recommendations, the Finance Committee presents to Town Meeting the fiscal implications of approving and not approving various Warrant Articles. It is the job of the residents at Town Meeting to make the final decisions.

The members of the Finance Committee at the end of 2020 were: Jodie Garzon, Chair; Peter Berube, Vice Chair; Doug Riley, Clerk; Joyce Boiardi, Jim Borgman, Cathy MacInnes, Shawn Power, Craig Schultze and Katie Tieu.

Respectfully Submitted,
Jodie Garzón, Chair



REPORT OF THE FINANCE DIRECTOR

It is with pleasure that I submit the annual town report for Fiscal Year ending June 30, 2020.

I would like to thank the Town Administrator, Select Board, Departments, Boards and Commissions for their continued cooperation and support.

Fiscal Year 2020 continued to be a time of change and transition for the Finance Team. During Fiscal Year 2020, the team was able to work through the departure of the former Assistant Assessor Paula Dumont and welcome Teri Gonsalves as the new Assistant Assessor. Teri brings to the Town 14 years of previous Assessing skills and a new perspective on how the Assessing Department should operate.

I would like to thank the staff in the Treasurer/Collector's Office and the Assessor's Office for their continued hard work and dedication to the town during this transition period.

I would like to especially thank Lisa Morin, Town Accountant, Debra Broe, Payroll Manager and Jennifer Scannell, Treasurer/Collector for their contributions in making the day to day operations of the Finance Team run smoothly.

Respectfully submitted,

Carol E. Johnston
Finance Director

TOWN OF MILLIS MASSACHUSETTS
COMBINED BALANCE SHEET-ALL FUND TYPES AND ACCOUNT GROUPS
JUNE 30, 2020

	GOVERNMENTAL FUND TYPES				FUND TYPE	ACCOUNT GROUP	TOTAL
	GENERAL	SPECIAL REVENUE	CAPITAL PROJECTS	ENTERPRISE	TRUST AND AGENCY	GENERAL LONG-TERM DEBT	(MEMORANDUM ONLY)
ASSETS							
INVESTED CASH RECEIVABLES	\$ 3,453,756.57	\$ 4,411,029.94	\$ 4,534,420.05	\$ 2,320,179.52	\$ 2,507,172.46		\$ 17,226,558.54
PROPERTY TAXES	\$ 950,789.08						\$ 950,789.08
TAX LIENS/TITLE/FORECLOSURES	\$ 606,042.10						\$ 606,042.10
TAXES IN LITIGATION							\$ -
MOTOR VEHICLE EXCISE	\$ 249,733.16						\$ 249,733.16
DEPARTMENTAL	\$ 675.00	\$ 369,677.74		\$ 499,677.76			\$ 870,030.50
SPECIAL ASSESSMENTS							\$ -
DUE FROM OTHER GOVERNMENTS							\$ -
STATE/FEDERAL							\$ -
AMOUNTS TO BE PROVIDED FOR RETIREMENT OF DEBT-TOWN						\$ 45,270,000.00	\$ 45,270,000.00
AMOUNT TO BE PROVIDED BY STATE							\$ -
TOTAL ASSETS	\$ 5,260,995.91	\$ 4,780,707.68	\$ 4,534,420.05	\$ 2,819,857.28	\$ 2,507,172.46	\$ 45,270,000.00	\$ 65,173,153.38
LIABILITIES							
WARRANTS PAYABLE							
WITHHOLDINGS	\$ 529,923.20	\$ 87,413.91	\$ 184,136.74	\$ 55,256.14	\$ 19,942.45		\$ 876,672.44
UNCLAIMED ITEMS/TALINGS	\$ 272,923.57						\$ 272,923.57
MISCELLANEOUS LIABILITIES	\$ 5,027.07						\$ 5,027.07
BANS PAYABLE					\$ 878.00		\$ 878.00
GENERAL OBLIGATION DEBT			\$ 2,487,528.00				\$ 2,487,528.00
PERFORMANCE DEPOSITS							\$ -
FISH & GAME							\$ -
EXCISE TAX CLEARING	\$ -						\$ -
RESERVE FOR ABATEMENTS & EXEMPTIONS	\$ 131,988.84						\$ 131,988.84
DEFERRED REVENUE	\$ 1,675,250.50	\$ 369,677.74		\$ 499,677.76			\$ 2,544,606.00
GENERAL OBLIGATION DEBT PAYABLE						\$ 45,270,000.00	\$ 45,270,000.00
NOTES PAYABLE							\$ -
TOTAL LIABILITIES	\$ 2,615,113.18	\$ 457,091.65	\$ 2,671,664.74	\$ 554,933.90	\$ 20,820.45	\$ 45,270,000.00	\$ 51,589,623.92
FUND EQUITY							
RESERVED							
ENCUMBRANCES	\$ 568,685.31	\$ 17,812.21		\$ 63,364.39			\$ 649,861.91
EXPENDITURES	\$ 310,346.00	\$ 622,569.42		\$ 276,588.00	\$ 332.00		\$ 1,209,835.42
APPROPRIATION	\$ -						\$ -
DEBT (PREMIUM)	\$ 979,142.07						\$ 979,142.07
EXTRAORDINARY/UNFORSEEN							\$ -
COSTS							\$ -
CAPITAL							
UNDESIGNATED	\$ 787,709.35	\$ 3,683,234.40	\$ 1,862,755.31	\$ 1,924,970.99	\$ 2,486,020.01		\$ 10,744,690.06
DESIGNATED							\$ -
APPROPRIATION DEFICITS							\$ -
OTHER PURPOSES-FINAL COURT JUDGEMENT							\$ -
TOTAL FUND EQUITY	\$ 2,645,882.73	\$ 4,323,616.03	\$ 1,862,755.31	\$ 2,264,923.38	\$ 2,486,352.01	\$ -	\$ 13,583,529.46
TOTAL LIABILITIES AND FUND EQUITY	\$ 5,260,995.91	\$ 4,780,707.68	\$ 4,534,420.05	\$ 2,819,857.28	\$ 2,507,172.46	\$ 45,270,000.00	\$ 65,173,153.38
PROOF	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

TOWN OF MILLIS
COMBINING BALANCE SHEET
ALL SPECIAL REVENUE FUNDS
JUNE 30, 2020

	OTHER SPECIAL REVENUE
ASSETS	
INVESTED CASH	\$ 4,411,029.94
RECEIVABLES	
DEPARTMENTAL	\$ 369,677.74
DUE FROM OTHER GOVERNMENTS	
STATE/FEDERAL	\$ -
SPECIAL ASSESSMENTS	
TOTAL ASSETS	\$ 4,780,707.68
LIABILITIES	
WARRANTS PAYABLE	\$ 87,413.91
DUE TO OTHER GOVERNMENTS	
OTHER LIABILITIES	\$ 369,677.74
DEFERRED REVENUE	
TOTAL LIABILITIES	\$ 457,091.65
FUND EQUITY	
RESERVED	
ENCUMBRANCE	\$ 17,812.21
EXPENDITURES	\$ 622,569.42
DESIGNATED	\$ -
UNDESIGNATED	\$ 3,683,234.40
TOTAL FUND EQUITY	\$ 4,323,616.03
TOTAL LIABILITIES & FUND EQUITY	\$ 4,780,707.68

PROOF \$ -

TOWN OF MILLIS
COMBINING BALANCE SHEET
CAPITAL PROJECTS FUND
JUNE 30, 2020

	CAPITAL PROJECTS
ASSETS	
INVESTED CASH	\$ 4,534,420.05
DUE FROM OTHER GOVERNMENTS STATE/FEDERAL	
TOTAL ASSETS	<u>\$ 4,534,420.05</u>
LIABILITIES	
WARRANTS PAYABLE	\$ 184,136.74
BANS PAYABLE	\$ 2,487,528.00
DEFERRED REVENUE	
TOTAL LIABILITIES	<u>\$ 2,671,664.74</u>
FUND EQUITY	
RESERVED	
EXPENDITURES	
UNRESERVED	\$ 1,862,755.31
DESIGNATED	
OTHER PURPOSES	
TOTAL FUND EQUITY	<u>\$ 1,862,755.31</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 4,534,420.05</u>
PROOF \$ -	

TOWN OF MILLIS
COMBINING BALANCE SHEET
ENTERPRISE FUNDS
JUNE 30, 2020

	SEWER ENTERPRISE	WATER ENTERPRISE	STORMWATER ENTERPRISE	TOTALS
ASSETS				
INVESTED CASH	\$ 688,121.62	\$ 1,209,857.31	\$ 422,200.59	\$ 2,320,179.52
RECEIVABLES	\$ 202,289.18	\$ 220,589.86	\$ 76,798.72	\$ 499,677.76
TOTAL ASSETS	<u>\$ 890,410.80</u>	<u>\$ 1,430,447.17</u>	<u>\$ 498,999.31</u>	<u>\$ 2,819,857.28</u>
LIABILITIES				
WARRANTS PAYABLE	\$ 1,244.53	\$ 31,299.02	\$ 22,712.59	\$ 55,256.14
DEFERRED REVENUE	\$ 202,289.18	\$ 220,589.86	\$ 76,798.72	\$ 499,677.76
TOTAL LIABILITIES	<u>\$ 203,533.71</u>	<u>\$ 251,888.88</u>	<u>\$ 99,511.31</u>	<u>\$ 554,933.90</u>
FUND EQUITY				
RESERVED FOR:				
ENCUMBRANCE	\$ 18,544.96	\$ 40,238.80	\$ 4,580.63	\$ 63,364.39
EXPENDITURES	\$ 18,333.50	\$ 258,254.50	\$ -	\$ 276,588.00
APPROPRIATION				
UNRESERVED	\$ 649,998.63	\$ 880,064.99	\$ 394,907.37	\$ 1,924,970.99
TOTAL FUND EQUITY	<u>\$ 686,877.09</u>	<u>\$ 1,178,558.29</u>	<u>\$ 399,488.00</u>	<u>\$ 2,264,923.38</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 890,410.80</u>	<u>\$ 1,430,447.17</u>	<u>\$ 498,999.31</u>	<u>\$ 2,819,857.28</u>
PROOF	\$ -	\$ -	\$ -	\$ -

TOWN OF MILLIS
COMBINING BALANCE SHEET
ALL TRUST AND AGENCY FUNDS
JUNE 30, 2020

ASSETS	TRUST FUND	AGENCY FUND	TOTALS
INVESTED CASH	\$ 2,324,777.27	\$ 182,395.19	\$ 2,507,172.46
TOTAL ASSETS	<u>\$ 2,324,777.27</u>	<u>\$ 182,395.19</u>	<u>\$ 2,507,172.46</u>
LIABILITIES			
WARRANTS PAYABLE		\$ 19,942.45	\$ 19,942.45
MISCELLANEOUS LIABILITIES	\$ -	\$ 878.00	\$ 878.00
PERFORMANCE BONDS			\$ -
FISH & GAME			\$ -
TOTAL LIABILITIES	<u>\$ -</u>	<u>\$ 20,820.45</u>	<u>\$ 20,820.45</u>
FUND EQUITY			
RESERVED			
EXPENDITURES	\$ 332.00	\$ -	\$ 332.00
UNRESERVED			
DESIGNATED			
OTHER PURPOSES	\$ 2,324,445.27	\$ 161,574.74	\$ 2,486,020.01
TOTAL FUND EQUITY	<u>\$ 2,324,777.27</u>	<u>\$ 161,574.74</u>	<u>\$ 2,486,352.01</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 2,324,777.27</u>	<u>\$ 182,395.19</u>	<u>\$ 2,507,172.46</u>
PROOF	\$ -	\$ -	\$ -



MILLIS FIRE RESCUE

CHIEF RICHARD BARRETT

DEPUTY CHIEF ANDY HLADICK

2020 ANNUAL REPORT

On behalf of the Fire Rescue Department I am proud to present the 2020 Annual Report. I would like to thank the men and women of the department for their dedication to serving Millis. I would also like to thank all the departments in Millis that we work with everyday for always being a partner in our mission to serve the residents of Millis. And finally, to the Residents of Millis for their continued support in our mission to provide the highest level of service possible.

Mission Statement: The mission of the Millis Fire Rescue Department is to minimize the loss of life and property resulting from fire, medical emergencies and other disasters through prevention, preparedness, and response. The Fire Rescue Department will strive for excellence in the performance of duty and service to the community and the customers it serves. The department is committed to find better ways to protect the lives and property of its citizens from fire and other disasters and is dedicated to work together for the betterment of our community.

COVID-19: 2020 was a very challenging year for every department in the Town of Millis. The Fire Rescue Department worked closely with our Board of Health to track positive cases, limit spread and ensure that all town employees had the Personal Protective Equipment needed to safely perform their duties. The Fire Rescue department continuously worked to treat and transport patients infected by COVID-19, while ensuring their members were safe. Decontamination of all equipment and members was a priority while assisting other town departments with disinfection of their facilities and equipment was also conducted. Staffing was challenging at times due to multiple members becoming infected. Our staff never waived and worked tirelessly to ensure that all emergency calls were answered.

2020 Accomplishments: The Fire Rescue Department Received a Federal Staffing For Adequate Fire And Emergency Response (SAFER) Grant. The grant is for \$978,324.00 to add 4 fulltime firefighter/paramedics to the department. This Grant was applied for to help the Fire Rescue department better prepare and respond to the increasing call for services both EMS and Fire. The Grant covers the full salaries of the 4 Firefighter/Paramedics for 3 years. With the increase in call volume and Ambulance Revenue these firefighters will then be covered by the ambulance revenues collected. With these additional Firefighter/Paramedics it has helped the Department staff both ambulances on multiple calls throughout the year as well as provide much needed Paramedic responses to our mutual aid communities.

2021 Goals: In 2021 the department will continue to work with our Board of Health and our State agencies to be on the forefront of rolling out and administering the COVID-19 Vaccines to our residents. We look forward to keeping our community healthy and returning to some sense of normalcy.

Adding On Call members: As always our dedicated On Call members stood by our fulltime members and many of them were promoted to Fulltime throughout the year. In 2021 we will work to restore the On call staffing and replace members. We have always prided ourselves in the dedication and professionalism of our On Call members.

Once again, I am proud to represent such an amazing department, its members, and our community.

Respectfully Submitted,

Richard Barrett, Fire Chief

The Millis Historical Commission

2020 Annual Report

The Millis Historical Commission is a municipal agency of town government. The six voting members of the Historical Commission, and associate members are volunteers that are appointed by the Select board. Members serve as local preservation advocates and as an important resource for the conservation and preservation and planning of the town's historic assets. Current members include:

Commission Members:

Nathan Maltinsky Chair

Mitch Bobinski

Joanne Gannon

Jacqueline Graci

Marc Prufer

Mark Slayton

Associate Members:

Charlie Vecchi

Carolyn Mc Niff

Scott Fuzy

Dennis Anderson

Larry Giargiari

Robert Ruggeri

Rusty Cushman

Due to the Covid-19 Pandemic the commission was unable to hold any programs or event in 2020. We look forward to resuming regular activities in 2021

Niagara's Open House:

The commission was in the early planning stages of having our monthly open house on the 3rd Saturday of the month. Just as we were getting underway the Covid-19 outbreak occurred and the monthly open house program had to be postponed until state restrictions are lifted. The historical anticipates the opening of the museum in 2021.

Oak Grove Farmhouse Tornado:

On October 7, 2020 a category 0 tornado cut a path across Oak Grove Farm and directly thru the yard of the Oak Grove Farmhouse. The tornado damaged or twisted nearly every tree in front of the farmhouse during the short duration of the tornado. The damage was massive. The town contracted a tree service to remove the damaged trees and grind the stumps. The commission is planning to replant native species of trees in 2021 to enhance the grounds around the farmhouse.

MILLIS HOUSING AUTHORITY

310 EXCHANGE STREET

MILLIS, MA 02054

308-376-8181

Contact: Candace Avery, Executive Director, PHM, MPHA, MCPPO

Address: 310 Exchange Street

Phone: 508-376-8181

Fax: 508-376-6040

Hours: Monday-Thursday 8:30am until 4:30pm. Hours may vary for meeting commitments

Board Members:

Name

Carol Baker – Chairwoman

Leslie Devaney – State Appointee, Vice Chair

Carol Mushnick –Treasurer

Mary-Ellen D'Espinosa

Term Expires

Exp. 2023

Exp. 2021

Exp. 2022

Exp. 2024

Administrative Assistant: Shirley Bliss

Maintenance Supervisor: John Milani

Maintenance Assistant: Damien Labrador

MHA Property: SMOKE FREE

The Millis Housing Authority is State owned Public Housing that provides affordable units to the Elderly/Disabled, and Low Income Family population, with a preference for all Millis Residents and Veterans. The MHA manages 73 units of State Aided Elderly/Disabled housing located at 310 Exchange Street and 411 Union Street. We also manage 10 State Aided family units located on Daniels Street. The Housing Authority manages 9 MRVP vouchers, and has 21 Section 8 vouchers that are currently administered by the Dedham Housing Authority.

Capital Improvements:

The Millis Housing Authority has completed major projects year to ensure the safety and the integrity of the property.

Through the support of the Millis Preservation Committee we were able to preserve the exterior of the buildings of our family dwelling units. The CPC funding allowed us to install all new exterior siding and windows, as well as preserve the main structure of the building. The result of this project is beautiful and has assisted in weatherizing the building, which in turn is helping to decrease the cost of the heating bills for the families residing there.

Through Capital Funding from the State the retaining wall was replaced, the front exterior stairwells rebuilt, and the parking lot repaved at the family units located on Daniels Street.

The Millis Housing Authority has completed an energy audit of our entire portfolio, during which all new energy efficient light bulbs, fixtures, and thermostats were installed in the units and common areas. Advantage Weatherization tested for drafts and weatherized any compromised areas, and with the assistance of ABCD replaced windows that had reached their life-end at our Elderly/Disabled properties located on Kennedy and King Terrace.

The Millis Housing Authority replaced the roofs of buildings 2,3,4,and 5 on King Terrace through Capital Plan Funding. All roofs for Kennedy Terrace will be replaced this year as well. We have also installed all new bathroom vanities and worked with Verizon to bring in new fiber optic lines. This spring we will be repaving all parking lots and walkways for the King/Kennedy property through our Capital Plan Funding.

In 2021 the Millis Housing Authority will partner again with ABCD to install all new insulation in all of the buildings within our portfolio and also install all new energy efficient heat/A/C Mini Split units to each resident apartment. Through our Capital Project Program we will finish the roof replacement of the Kennedy Terrace roofs and we will repave the parking lot located at 310 Exchange Street.

During the challenging times of Covid we have disinfected our properties on a daily basis for resident safety, and we contracted with a private company to deep clean all common areas and the Community Room. The Staff of the MHA has implemented virtual programs to socialize and interact with residents to help prevent feelings of isolation. We are also working with the Millis Fire Department and Board of Health to obtain and administer COVID vaccinations to all property residents.

We continually strive to preserve our units in order to provide safe, healthy, and affordable living for our residents.

Special Events and People Noted with Sincere Appreciation:

- To the Millis Community Preservation Committee for working hand-in-hand with the Millis Housing Authority by awarding us with the funding that has allowed us to preserve the Family units and continue to provide safe, health, affordable housing for the town of Millis.
- The Millis Fire Department and EMT's, for helping our residents in time of need. A special thank you for going above and beyond by lighting up their special Holiday Tree at King Terrace. Also, a special thanks for taking the time to do presentations on safety for the residents of our community.
- The Millis Police Department for continuous concern, attention and response to the needs of the Authority and its residents. Also for your dedication to providing events for our elderly/non-elderly disabled residents.
- The Council on Aging, SHINE program, VNA, Hessco, Tri-Valley, the Food Pantry, the Millis Discretionary Fund, and the Board of Health for assisting residents.
- The Santa Foundation, run by Sullivan Associates, who generously donate and provide our families with gifts for their children during the holidays.
- Roche Bros. for all of the donations that they continue to contribute towards the success of events that are held by the Millis Housing Authority for its residents.
- To Volunteers who donated their time towards helping beautify our property and participated in doing things to let our residents know they are thought of during this difficult time, and the COA for the food delivery and efforts during Covid to help residents from feeling isolated.

- To Sheriff Bellotti's office and the Triad program for providing presentations for our resident for their safety during emergency situations.
- To the local cable station for filming our events and highlighting the importance of housing within our community.

With the support of the Millis Community and our Commissioners, the Millis Housing Authority continues to be a safe, affordable, wonderful place for our residents to live. With resident and community support to keep Public Housing local, we will continue to be here for the residents when they need our assistance.

2020 was a year like no other. Navigating the many changes and challenges brought on by the COVID-19 pandemic, the Millis Public Library took the opportunity to find alternative ways to fulfill its mission to inspire lifelong learning and build community by providing a safe and welcoming space where community members of all ages can freely access materials, technology, information, services, and programs that engage the imagination, foster literacy, inspire intellectual curiosity, and broaden cultural perspectives.

In mid-March the Library building was closed to public access and a week later, following the “stay-at-home” advisory issued jointly by the Massachusetts Department of Public Health and Governor Baker, staff transitioned to a remote work arrangement and all in-person services were suspended. During the month that staff were working remotely, many library services continued virtually. These included programs for all ages (through Zoom and Facebook Live), access to reference services and technology help (via phone, email, and video chat), and reader’s advisory (by phone, email, and social media).

A pandemic service plan was developed in cooperation with Town leadership and the Board of Health. This plan was developed using recommendations and protocols from the State as well as state and national library agencies to serve as a guide for safely and gradually resuming in-person services. Staff returned to the building in late May to prepare for offering curbside pickup of Library materials and the Library’s physical layout and staff workspaces/workflows were redesigned to meet pandemic plan guidelines.

Starting in early June, contactless Curbside Pickup began, allowing patrons to borrow Library materials safely and easily. The Library also offered contactless pickup of materials for hands on virtual programming (Make-It Monday, book clubs, etc.). This was followed by the introduction of time-limited, in-person access to the Library, Computer Use by Appointment in early August and Browsing by Appointment in late October. From June through the end of 2020, 4,420 patrons made Curbside Pickup appointments, an average of 147 per week. Computer Use Appointments were available for 19 weeks in 2020 and during that time there were 221 appointments. Browsing appointments were offered for seven weeks in 2020 and there were 276 appointments.

Creating each of these new service models required a significant amount of planning and preparation. Additionally, the processes for facilitating safe library use during the pandemic are staff intensive. These require increased cleaning, higher call volume than usual, more intensive reader’s advisory for those using curbside services, handling all materials from shelf to curbside, assisting with scheduling appointments, and monitoring public adherence to safety protocols, in addition to managing regular library operations.

Throughout this entire period, Library staff have worked tirelessly to continue delivering other key services to the community. Following the suspension of in-person programs, staff redesigned core programs to continue virtually (Storytime programs, book clubs, tech help, Girls Who Code, craft programs, etc.) Some programs, such as Songs & Stories have continued uninterrupted, kicking off virtually a few days into the closure. The Library hosted 307 virtual programs in 2020, with attendance of 2,708. With the in-person programming held at the beginning of a year, the Library hosted 424 programs with 5,338 total attendees in 2020.

Other virtual programs and services were developed and improved, including one-on-one tech help, reader's advisory, and outreach to connect more community members with e-Library resources. Funds and staff time were reallocated to provide remote access to robust electronic and digital content for patrons. This included increased demand for electronic and telephonic access to staff during business hours.

As expected, demand for remote services was higher than ever this year. We saw a 32% increase in usage of electronic collections compared with the previous year (streaming music and video, online articles, video courses, language learning resources, etc.), with total usage over 20,000. We also saw a 36% increase in e-book and e-audio checkouts from Overdrive (Libby) and Hoopla digital collections with over 12,000 checkouts during the year.

We welcomed three new On-Call Library Assistants this year, Nicole Granstaff, Amie Grosshans, and Aliyah Harris, and said goodbye to two more, long-time Library Assistant Lorraine Fermano and Jean Todesca. Thank you to the Library staff mentioned above as well as to Rebecca Appelbaum, Kim Borst, Donna Brooks, Mary Carney-Philips, Esther Davis, Rachel Matthews, Karen Mortimer, and Rachel Silverman. This was a challenging year for us all and the hard work and dedication of each of you made it possible to continue the high level of service our patrons have come to expect.

I also want to thank our Board of Trustees, Wendy Barry, Jennifer Farrar, and Laura Satta for their guidance and support during this unique year. Thank you to the Friends of the Library for continuing to support programs, museum passes, and other Library purchases, despite limited fundraising ability due to book sale cancellations. Although we were limited in our ability to host volunteers for much of the year, we are ever grateful to our volunteers who donate their time to supporting the Library. We were lucky to have a number of volunteers who were able to continue their positions virtually. Last, but definitely not least, thank you to our patrons for your appreciation, staying engaged with us virtually, and inspiring us to do what we do.

Respectfully Submitted,

Kim Tolson, Library Director

2020 was a challenging year for many people, businesses, and institutions in our community. The Trustees want to recognize all those in Millis who lost so much during the past year, including, their lives, loved ones, livelihoods, peace of mind, and routine. No matter what your age, family situation, economic or health status we recognize how uniquely difficult 2020 has been for every Millis resident.

The very nature of the COVID19 pandemic tested the ability of the Library to live up to its mission of inspiring lifelong learning and building community by providing a safe, welcoming space where community members of all ages can freely access materials, technology, information services and programs that engage the imagination, foster literacy, inspire intellectual curiosity and broaden cultural perspectives. The Library staff and Trustees commitment to serve the Millis community in the midst of the pandemic required resourcefulness, flexibility and creativity.

Physical access to the Library building, materials resources and services fluctuated throughout 2020 based on the latest guidance and mandates. In mid-March, the Select Board closed all town buildings to the public and to most employees a week later. Library staff began working remotely on March 24th. The Library endeavored to fulfill its mission creatively in the novel fully remote environment. Staff worked hard to provide information about and increase access to electronic resources. This included one-on-one technology sessions between staff and patrons to learn how to access resources and to use “new” interaction methods/platforms such as ZOOM, FaceTime and Microsoft Teams. Programming shifted to virtual offerings. Throughout the pandemic virtual offerings have evolved and expanded as both patrons and staff expectations and abilities have grown. The Trustees know the lessons and successes achieved through virtual programming will be crucial as the library engages and serves Millis in the future.

The Library Director worked with the Trustees, Town Administrator, and the Director of the Millis Board of Health to create a dynamic Library Pandemic Reopening Plan. The phased model provides the flexibility needed in these uncertain times and is designed to be modified based on the latest recommendations from the State’s Reopening Advisory Board, the Massachusetts Board of Library Commissioners, the American Library Association, and the State Department of Health. Each step in the reopening process requires new or revised operating policies and procedures, new safety equipment or building modifications, staff training and communication with the public. Movement between the Phases, both increasing or decreasing levels, is based on a variety of interactive factors, including community COVID infection rates.

The Reopening Plans six phases can be characterized broadly as follows:

Phase 1 -Staff access only and accept material returns only

Phase 2 -Staff access only and public contactless “curbside” service

Phase 3 -Public access by appointment for technology use, including computer, printer, fax, etc.

Phase 4 -Public access by appointment for collection access/“browsing”

Phase 5 -Public access to building, materials, technology, etc. with precautions

Phase 6 -Public access to building, materials, technology, etc./"Return to Normal"

In 2020, the Library spent time in Phases 1 through 4. The period of remote Library services only ended in late May as the Library entered Phase 1 of reopening. The flexibility of the phased model proved crucial to swiftly and safely stepping back from Phase 4 to Phase 2 in the winter after an increase in community infection rates. The Trustees believe this phased reopening model allows the Library to responsibly offer access to resources and services while reasonably providing for the safety of the staff and patrons based on current recommendations and mandates from health/governing authorities.

Fiscally, the pandemic created revenue uncertainties for the State and Town heading into FY21 (beginning July 2020). As a result, the Library (and many town departments) had to cut its budget by 5%. This resulted in a reduction of open hours for Monday mornings. As the Town's receipts projections were revised in late summer, part of the funding reduction was returned to the Library budget and the Monday hours were reinstated. The remaining reduction was able to be absorbed through pandemic driven operational adjustments. The Trustees look forward to returning to full funding of the Library's community enhancing mission, programs, and services as we move to full reopening in the next year.

The Board of Trustees is grateful for the ongoing support of elected and appointed officials, the Friends of the Millis Public Library, library staff, volunteers, donors, and patrons. Moving forward we plan to build upon the strong virtual community foundation developed this year and use it to inform and enhance our patrons in-person library experience and offerings.

Respectfully Submitted,

The Millis Library Board of Trustees

Wendy Barry, Chairperson

Laura Satta, Secretary

Jennifer Farrar



Millis Local Emergency Planning Committee

On behalf of all the members of the Local Emergency Planning Committee I submit the Annual report for 2020. The Local Emergency Planning Committee is an agency at the local, tribal, state, national or international level that holds responsibility of comprehensively planning for and responding to and recovering from all manner of disasters, whether man-made or natural. The LEPC is comprised of members of the Fire Department, Police Department, Department of Public Works, School Department, Transportation and Board of Health.

In 2020 the Millis Local Emergency Planning Committee worked closely with the Board of Health, Fire & Police Departments to prepare for the COVID-19 Pandemic. During most of 2020 the Town operated under a State of Emergency and our LEPC was prepared for this role. The limited ability to hold meetings did not slow down the continuous information sharing between the LEPC and all local departments.

Moving forward in 2021 the LEPC will continue to assist all Town Departments in any needs they may have during this time. The LEPC will support the departments during Vaccine clinics as needed with equipment and personnel.

In closing I would like to thank the members of the committee for always being supportive and striving to ensure Millis is safe. I look forward to serving as your Local Emergency Planning Director.

Respectfully,

Richard Barrett, Director

Members:

Chief Chris Soffayer-Police

James McKay- DPW Director

John McVeigh- Board of Health

Kathleen Lannon- Board of Health

John Engler- School Department

Sandra Labarge- Transportation Director

Mike Guzinski- Town Administrator

Millis Memorial Day 2020

Millis Memorial Day Committee members for 2020;

Police Chief Chris Soffayer, Fire Chief Rick Barrett, Robert Yeager, Mark Slayton, Buddy Shropshire, Larry McCarter, Tom Howie, Peter Jurmain, Jeffrey Mushnick, Robert Bryant, John Moore, Mike Delaporta, Mike Guzinski

The first Memorial Day Committee meeting was held at the Town Hall February, 7th 2020

The meeting was called to order at 10am in the town hall by Committee Chairman Chief Soffayer.

In Attendance: Robert Bryant, Police Chief Chris Soffayer, Fire Chief Rick Barrett, Mark Slayton, Robert Yeager, Buddy Shropshire, Larry McCarter, Tom Howie, Selectman Peter Jurmain, Jeffrey Mushnick,

Suggestions for Parade and Ceremony theme this year would be: “100th Anniversary celebration of the Millis American Legion Post 208”. Post 208 was organized by the Millis Veterans of World War 1. An alternate route for the Parade was suggested be shortened and to begin off of Auburn Rd. with the main celebration to be held at the Memorial Park in front of the Town Hall. It was also suggested that the Parade participants would be increased to invite more of the town’s civic organizations. Unfortunately, all plans were put on hold once the pandemic began and eventually the parade was cancelled.

A small ceremony was held by the American Legion Post 208 at the cemetery and the Town Hall to pay tribute to all those who paid the ultimate sacrifice for their country.

The Memorial Day budget was still put to good use. Chief Barrett ordered all new flags to replace the torn and tattered along Main St. (Rte. 109) with the help of volunteers from Millis Fire and Rescue. Also, every flag was replaced at over 450 Veterans Graves at the Prospect Hill Cemetery by volunteers led by Legionnaire Robert Bryant. This practice of replacing and adding new flags for the Veterans is done every year with the help of volunteers.

Respectfully submitted,
Mark Slayton,
Police Chief Chris Soffayer,
Fire Chief Rick Barrett,
Robert Yeager,
Mark Slayton,
Buddy Shropshire
Larry McCarter,

Tom Howie,
Peter Jurmain
Jeffrey Mushnick
Robert Bryant
John Moore
Mike Delaporta
Mike Guzinski

PROCLAMATION

Whereas, Memorial Day, originally called Decoration Day, is a day of remembrance for those who have died in service of the United States of America. Over two dozen cities and towns claim to be the birthplace of Memorial Day. While Waterloo N.Y. was officially declared the birthplace of Memorial Day by President Lyndon Johnson in May 1966, it's difficult to prove conclusively the origins of the day.

Whereas, regardless of the exact date or location of its origins, one thing is clear – Memorial Day was borne out of the Civil War and a desire to honor our dead. It was officially proclaimed on 5 May 1868 by General John Logan, national commander of the Grand Army of the Republic, in his General Order No. 11. "The 30th of May, 1868, is designated for the purpose of strewing with flowers, or otherwise decorating the graves of comrades who died in defense of their country during the late rebellion, and whose bodies now lie in almost every city, village and hamlet churchyard in the land," he proclaimed. The date of Decoration Day, as he called it, was chosen because it wasn't the anniversary of any particular battle.

Now, Therefore, Be It Resolved that the Millis Select Board do hereby proclaim Monday, the 25th day of May 2020 as Memorial Day in the Town of Millis, and urge all citizens of this community to join us in support of Memorial Day.

Respectfully,

Loring Barnes Edmonds, Chair

James J. McCaffrey, Vice Chair

Peter C. Jarman, Clerk

Report of the Town Moderator

Twice a year, all registered Millis voters are encouraged to gather to voice their opinions, deliberate and vote to enact the business of the town including the town budget, zoning issues and matters included on the warrant. Town Meeting has been referred to as one of the purest forms of democracy. The Annual Town Meetings are held in the Spring and Fall.

Town meetings in 2020 looked and felt different from the past due to COVID-19. We met socially distanced inside the Millis Middle/High School in June of 2020 and in the Millis Middle/High School parking lot in November of 2020. The citizens of Millis make it a wonderful place to live and their willingness to get involved and help each other has been evident over this past year as we all struggled with the pandemic. The robust turn out at Town Meeting was a testament to our resiliency as a town.

Planning for these meetings took the effort of the whole town. Thank you to everyone who was involved in the effort. It was truly a community effort and it showcased the best of Millis.

One of the changes voted at the Fall Town Meeting was the timing of Town Elections and Spring Town Meeting. Starting this spring, Town Meeting will occur before the Town Election. One of the advantages of this change is that the officials who worked throughout the year to get us to Town Meeting will be able to contribute before there is a possible changing of the guard due to the elections. It will also allow newly elected officials to transition into their new roles before having to participate in Town Meeting.

Special thanks to the Finance Committee for its diligent work in informing and guiding us through the issues presented on the warrants. Thanks also to the Select Board, Board of Health, Planning Board and School Committee and all elected and appointed officials of the Town for their help with the Town Meeting Process.

I personally want to thank the Town Clerk's office staff for all their hard work and support as we moved through the new territory of COVID-19 town meetings. Although this year was an extraordinary one, the staff of the Town Clerk's office was always there to help things go smoothly.

Finally, thank you to the voters of Millis for electing me as your Town Moderator. I am honored to serve the town.

Respectfully yours,
Donna Cabibbo Town Moderator_
dcabibbo@millisma.gov

MILLIS

2020 REPORT OF THE NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

NCMCD is engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town:	20 samples submitted, with 0 isolations in 2020
Requests for service:	316

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

Culverts cleared	31 culverts
Drainage ditches checked/hand cleaned	4,600 feet
Intensive hand clean/brushing*	600 feet
Mechanical water management	9,960 feet
Tires collected	4

** Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program, aides in our decision to effectively target culprit locations.

Spring aerial larvicide applications	(April)	182.6.0 acres
Summer aerial larvicide applications	(May – August)	0 acres
Larval control - briquette & granular applications by hand		8.6 acres
Abandoned/unopened pool or other manmade structures treated		0 briquets

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra low volume (ULV) applications from trucks	5,808 acres
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Respectfully submitted,

David A. Lawson, Director

**Norfolk County Registry of Deeds
2020 Annual Report to the Town of Millis
William P. O'Donnell, Register
649 High Street, Dedham, MA 02026**

2020 was an extraordinary year in all our lives. The COVID-19 pandemic impacted all of us. Certainly, some were impacted worse than others. Lives were disrupted with some losing loved ones, small businesses scaled back or in worse case scenarios closed for good. While many sectors of our economy were impacted by the pandemic, I am pleased to report the Norfolk County real estate economy was able to remain viable following the COVID-19 state of emergency declared by Governor Baker on March 10, 2020.

Since the beginning of the pandemic, I am proud to report the Norfolk County Registry of Deeds was able to remain open operationally for the recording of land documents. While the Registry of Deeds building was closed to the general public, Registry personnel were able to continue recording land documents. We utilized social distancing, split work shifts, remote access, and used our disaster recovery site to record documents. We also utilized electronic recording for our institutional users such as banks, law firms and title companies. In addition to electronic recording, users had the option to submit documents via regular mail, Federal Express or placing documents in our drop-off box located just outside our main entrance at 649 High Street, Dedham, MA.

The results of these efforts were a viable Norfolk County real estate market benefitting sellers and buyers of real estate, lending institutions, the real estate legal community and all others with a vested interest in the local real estate economy. By keeping the Norfolk County Registry of Deeds open, recording fees collected were forwarded to the state and county helping to pay for important public initiatives including education, health care, and police and fire expenses. We are so thankful to our partners in the real estate community and most importantly the citizens of Norfolk County. Their patience with us has been critical to the Registry of Deeds being able to continue its core mission of recording land documents in a safe and secure environment.

The Registry of Deeds is the principal office for real property records in Norfolk County. Its mission is to maintain and provide for accurate, reliable and accessible land records to all residents and businesses of Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 8.5 million land documents dating back to 1793 when George Washington was President. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipal officials, homeowners, title examiners, real estate attorneys, genealogists and others with a need for land record information.

The Registry operates under the supervision of the elected Register, William P. O'Donnell, who has held the position since 2002.

2020 Registry Achievements

- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and Copy Center at 781-461-6101, Monday through Friday between the hours of 8:30AM to 4:30PM.

- In calendar year 2020, the Registry collected approximately \$60 million in revenue.
- The Registry of Deeds continues to address legislative issues to benefit consumers. In 2021, we will again file legislation to advocate for mortgage transparency by requiring mortgage assignments be recorded at the appropriate Registry of Deeds.
- This year saw a record number of electronic recording filers, approximately 2,150. The Registry is approaching 75% of its recorded land recordings being done electronically.
- Norfolk Registry of Deeds was the first registry in Massachusetts to record electronically registered land documents. This started in the Land Court section of the Registry of Deeds in 2017 and was crucial in remaining operational during the coronavirus pandemic. At the onset of the pandemic, 25% of the registered land documents recorded were done via electronic recording which has grown now to 60%.
- In 2020 we hit a record high of recording our 38,221 Registry of Deeds book. For the sake of security and redundancy, we store our documents 3 different ways: hard copy, electronically and by microfiche.
- In calendar year 2020, the Registry processed 10,970 Homestead applications. The law Chapter 188 (M.G.L.) provides limited protection of one's primary residence against unsecured creditor claims.
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today, all documents dating back to the first ones recorded in 1793 are available for viewing.
- Our website includes a genealogy page and a section highlighting land records of notable people – United States Presidents, military heroes, noted authors and leaders in their fields of education, environment and the law
- The Registry's website www.norfolkdeeds.org routinely updates the public on such news as real estate statistics, answers to frequently asked questions, along with detailing of our consumer programs. Additionally, we also write a monthly column for various Norfolk County newspapers and their online websites. We also distribute a weekly press release to alert residents of the latest happenings as well as to remind them of our consumer services.
- The Registry's free Consumer Notification Service allows any county resident to opt in to this free notification service and be alerted when any land document – fraudulent or otherwise – is recorded against their name. For more information, please see our website at: www.norfolkdeeds.org. Currently, over 1,380 Norfolk County residents are signed up for this program.
- Due to the ongoing COVID-19 pandemic, the Registry was forced to suspend its community outreach programs. We are hopeful that in 2021 we will be able to visit each of the Norfolk County communities for office hours and renew our partnerships with Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy, the VA Boston Healthcare System, Voluntary Service Program and InnerCity Weightlifting on our 'Suits for Success' program, and New Life Furniture Bank of MA in Walpole to assist those who are in need of household items. We also look forward to renewing our Annual Holiday Food Drive and Toys for Tots campaigns in 2021.

**Millis Real Estate Activity Report
January 1, 2020 – December 31, 2020**

During 2020, **Millis** real estate activity saw increases in both total sales volume and average sales price.

There was a 38% increase in documents recorded at the Norfolk County Registry of Deeds for **Millis** in 2020, resulting in an increase of 732 documents from 1,944 to 2,675.

The total volume of real estate sales in **Millis** during 2020 was \$135,197,024, a 55% increase from 2019. Also, the average sale price of homes and commercial property was up 11% in **Millis**. The average sale was \$532,271.

The number of mortgages recorded (686) on **Millis** properties in 2020 was up 58% from the previous year. However, total mortgage indebtedness decreased 30% to \$197,328,467 during the same period.

There were 0 foreclosure deeds filed in **Millis** during 2020, representing a 100% decrease from the previous year when there were 3 foreclosure deeds filed.

Homestead activity increased 43% in **Millis** during 2020 with 263 homesteads filed compared to 184 in 2019.

Finally, our objective at the Registry will always be to maintain, secure, accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.

Respectfully submitted by,



William P. O'Donnell
Norfolk County Register of Deeds



2020 REPORT OF THE OAK GROVE FARM COMMISSION

For many years Oak Grove Farm has been a place for residents' quiet respite; to walk, sit and enjoy nature. For many others the property provides an area to enjoy recreational activities; for children to practice their athletic skills, to explore nature, cross country ski or jog the back trails or to join friends and play at the playground. The Oak Grove Farm Commission's responsibility remains the same throughout the years - continue to improve and maintain all areas of the farm so it may be safely enjoyed by all.

Since its purchase in 1984, maintenance and improvements have generally been completed through volunteer efforts, both from the commission members and town residents. The town increased our yearly budget from \$1,636 to \$5,636 for FY 2019 which was greatly needed and appreciated. We supplement that budget with fees collected through permitting of Oak Grove Farm usage. However, there may be certain usages that are not charged fees but are waived.

In the past few years a significant piece of our budget has gone to tree maintenance and replacement at the farm. Older trees continue to fall on regular basis around Oak Grove often due to age; others are toppled by the wind and weather. We have replaced with new tree plantings many of the trees surrounding the top field at Oak Grove Farm. In early 2020, another 12 trees were removed, thus allowing space to plant 16 more trees.

On October 7, 2020 Oak Grove Farm was directly affected by a storm labeled as a derecho that involved EF-0 tornado circulations. Multiple trees and large branches were down throughout Oak Grove Farm, affecting many areas of the property that the public enjoys. Additionally there was damage to the Oak Grove sign and the electrical panel and we were very concerned about the safety of the residents. We appreciate the willingness of the Select Board and Town Administrator to meet with us, review photos of the damage and to recognize the ability to recover from this was going to be more than the OGFC could do alone financially. Their quick response to lead the process of gaining quotes and share this information with the Finance Committee so that town funding could be appropriated to finance the cleanup was much appreciated. The cooperation of all town entities allowed for the cleanup from this storm to move quicker and to give the OGFC the ability to get to work restoring what we had lost and allow the residents to enjoy the property safely.

The year of 2020 and the covid pandemic was a year that affected all of us and Oak Grove Farm too. There was limited organized activities at the farm. There were no activities throughout the spring so no permits were issued or fees collected, the playground was closed until later in the year. By the fall soccer did resume under restrictions as did the high school cross country meets but the farm was much less active than usual through the year. However it was still a place that residents could go to walk and enjoy the property with their families.

OGF maintenance is completed through our OGFC members or other's volunteer work. Some maintenance or improvement projects may need more specific skills, or materials that require funds, some significant, to be spent. There is continued discussion and planning on renovating the children's playground which is and will be a large undertaking. The commission continues to look for options beyond members volunteering for mowing the back fields at Oak Grove. The Millis DPW continues to mow the athletic fields and empty the trash receptacles from April 1 through mid-December. We would like to thank all responsible dog owners who clean up after their pets, especially those, who pick up the waste of other people's dogs.

Respectfully submitted,

Oak Grove Farm Commission

PERMANENT BUILDING COMMITTEE

At the Town Meeting in May of 2019, the citizens voted to approve \$3.9 million to construct a vehicle repair bay and wash bay facility and a separate staff building adjacent to the existing DPW building. The project was put out to public bid in August of 2020. Unfortunately, the bids came in higher than the amount voters approved, due in part to price increases related to supply chain shortages caused by the covid-19 pandemic. For that reason, an additional \$600,000 was approved in November, in addition to \$136,455 in other, previously approved, DPW construction funds. A construction contract was executed with the low bidder, JJ Cardosi Inc of Riverside, RI. Construction began immediately, in order to begin before winter conditions could delay the project. Construction continues in 2020, with a completion date in the first quarter of 2022.

Also at the 2019 spring Town Meeting, citizens approved \$35,000 to commission a study to determine the adequacy of the existing senior center, located on the ground floor of the Veterans Memorial Building. The number of Millis residents over the age of 60 continues to increase and is, in fact, the largest percentage of citizens, at 25% of the population. The Town retained Abacus Architects and Planners, who has been working with the Council on Aging in determining the current and future needs of this segment of the population. Two preliminary plans were presented to the committee to meet those programming needs. Unfortunately, the necessary community outreach feedback needed to verify those programming needs has not been possible due to the inability to hold in-person meetings because of Covid-19 pandemic restrictions. Once those meetings can take place, a recommendation will be made to the Select Board regarding the future design, construction and cost of a new facility at the Town owned Cassidy Farm or renovated space with new construction at the Veterans' Memorial Building and Community Center.

In 2019, citizens also approved \$25,000 for a study of the condition of the existing Lansing Millis Building (the old train station). An architect was selected that specializes in historic building restoration. A comprehensive evaluation has been completed and their report is expected in the first quarter of 2021.

The Permanent Building Committee is looking forward to another busy year in 2021 with the construction of the DPW project and the continued evaluation of the Town's needs for a senior center and the preservation of the Lansing Millis building.

Respectfully submitted,

Wayne Klocko, Chairman

Craig Schultze

Diane Jurmain

Richard Nichols

John Larkin

Kim Borst, Department Assistant

2020 ANNUAL REPORT OF THE PLANNING BOARD

The Planning Board administers the division of land, subdivision control, and zoning in an effort to accommodate long-term growth, maintain the positive aspects, and work to mitigate or eliminate the negative aspects of land in Millis. The Board is charged with administering the State's Subdivision Control Law, the local zoning by-laws and the land subdivision rules and regulations. The Planning Board also makes recommendations to the Select Board on Zoning By-Law amendments. The Planning Board consists of five members and one associate member.

Throughout 2020, the Planning Board conducted statutorily required public hearings and continued public hearings on various applications and proposed projects (special permit/site plan review applications, definitive subdivision approval applications; open space preservation developments; scenic road permits; earth removal permits, etc.); informal discussions with individuals, including attorneys, architects, and engineers regarding land located in Millis; consistent review of existing zoning by-laws and subdivision rules and regulations for conformance with State statute and revisions as necessary. The Planning Board was also involved with oversight for ongoing, larger projects in Town (ex. Regency at Glen Ellen; 1105-1115 Main St. Gasoline Station/Convenience Store). Some highlights included approval of a 43-lot Open Space residential definitive subdivision, "Emerson Place," off of Ridge Street. Currently under review is site plan approval for 376 Orchard Street, Sparhawk Academy, for construction of a school building and appurtenances.

The Planning Board continues to work with applicants/developers to secure monies for the Town's Tree/Tree Trimming and Sidewalk Funds. The generous donation of \$25,000.00 from Toll Brothers to the Planning Board's fields capital improvements fund for betterment of recreation facilities was used as part of the Memorial Field Improvement Project for the Millis Girls Softball League and Youth Baseball. This worthy project was organized by Mr. Michael Rand, President, Millis Girls Softball League.

Numerous 81-P Plan applications (Subdivision Approval Not Required - "ANR") were reviewed and approved/endorsed by the Board.

Board recommendations approved at Town Meetings included the expansion of the Millis Center Economic Opportunity Overlay District (MCEOD) or "Mixed Use." This expansion included twenty-five commercial parcels to provide property owners additional use options.

In 2020, Mr. James McKay, after serving as a long-time member of the Planning Board, did not seek re-election. The Board extends its gratitude to Mr. McKay for his many years of dedicated, valued service to the Planning Board. In spring of 2020, the Board welcomed Mr. Alan Handel as a Planning Board member.

Sincere thanks go to Town Administrator, Michael Guzinski; the Select Board and staff;

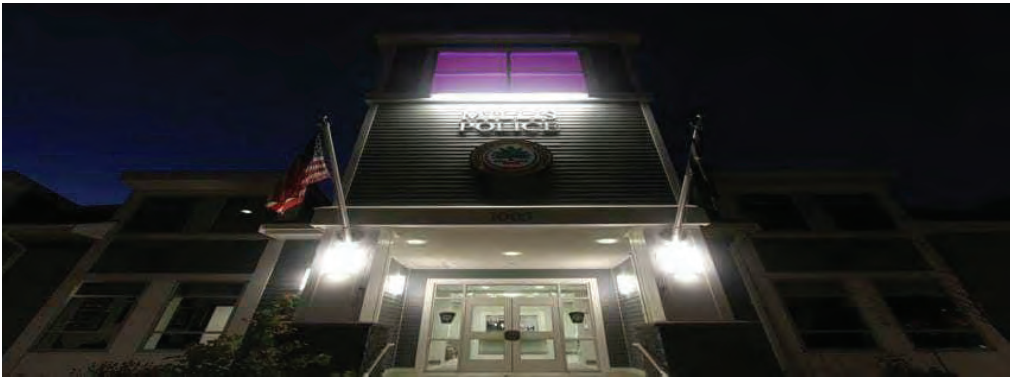
Teresa Gonsalves, Assessor; the Town's Building Commissioner, Mike Giampietro; Clerk Lisa Hardin and staff, Kathi Smith and Sue Vara; Fire Chief Barrett; Police Chief Soffayer; Madeline Yusna and all the fine workers of the Millis cable group, whose broadcast of our meetings continues to keep the residents of Millis informed; and, of course, the Board's most organized assistant, Camille Standley.

We especially want to thank all the residents who attend and participate in discussions at the Board meetings. We value and appreciate your comments.

Please visit our website for additional information including application forms, checklists, and regularly posted agendas and meeting minutes at:
<https://www.millisma.gov/planning-board>

Respectfully submitted,

Richard Nichols, Chair
Nicole Riley, Esq, Clerk
George Yered, Member
Bodha B. Raut Chhetry, Member
Alan Handel, Member
Joshua Guerrero, Associate Member
Camille Standley, Administrative Assistant



Millis Police Department 2020 Annual Report

Dear Millis Residents,

It is my pleasure to present to you the annual report for the Millis Police department. It is my privilege to work with an outstanding team of dedicated professionals. The mission of the Millis Police Department is to consistently find ways to promote, preserve, and deliver a sense of security, safety, and quality of life to the residents of Millis. To fulfil our mission, we are committed to:

- Acknowledge our responsibility to the citizens of Millis, our source of authority.
- Performing our duties within the spirit and the letter of our laws and constitution.
- Remaining sensitive to human needs and treating each person with respect, compassion, and dignity.
- Approaching each situation as unique and responding creatively with empathy and prudent use of discretion.
- Promoting mutual trust between the Department and the citizens and businesses of Millis.
- Enhancing safety and a feeling of security for our residents; fostering a quality work environment that encourages open communications and affords trust, respect, and support for each member.



This past year was like no other as it proved to be a difficult year not only for the Millis Police Department, but across all Town departments and residents of Millis. The COVID-19 pandemic emerged in mid-March, our officers and civilian employees continued to demonstrate their professionalism and willingness to face all challenges by adapting to the changing environment. While the fear of contracting the Coronavirus and possibly bringing it home to their loved ones weighed heavily on everyone's mind, the members of the Millis

Police Department reported to work every day and continued to provide an exceptional level of service to our community. While the COVID-19 pandemic halted many of our in-person activities designed to build relationships with the community, our officers were able to adapt to an online platform so that remote check-ins could be conducted. Thank you to all our dedicated employees for your dedication during these unique and challenging times. We are looking forward to transitioning back to “normal”.

The Millis Police Department is a proactive department that takes pride in working with the community to address issues that help improve the quality of life. This past year we had to cancel all events that engage the community, National Night Out, “coffee with a cop”, Millis Police Public Forum, Rape Aggression Defense, Crime Prevention, and the Millis Police Leadership Academy. We look forward to resuming these effective programs for the residents of Millis this year. We are currently working on the curriculum for a Citizen’s Police Academy that we will offer this fall.

As a profession, policing is on the verge of significant change. We are constantly looking at how we can better prepare and train our officers. We have been actively reviewing our policies and procedures as part of our Accreditation process, in an effort to provide the Millis community with the best services possible. We are actively working with our community to build and strengthen the relationships that will ensure we are a reflection of this community.

The Communications Officers continue to serve as the vital link between the community and the sworn members of the department. The dispatch center was responsible for handling 17,025 calls for service in 2020. In addition to those calls for service, the dispatch center responded to hundreds of other walk-in requests from citizens.

CALL TYPE STATISTICS

Restraining Orders	72	Alarm	996
911 Calls	1722	Assault (Simple, Felony, Domestic)	19
Citizen Request for Services	599	Assist Other Agency	189
Breaking and Entering	26	Civil Complaint	92
Disabled MV	103	Disturbance & Disturbed Person	154
Domestic Abuse	49	Credit Card Fraud	136
Motor Vehicle Accident	103	Investigation	168
Larceny	39	Lockout MV	11
Lockout Building	31	Well Being Check	184
Motor Vehicle Stop	6432	Wires Down	47
Property Check	5241	Sexual Assault	4
Trespassing	16	Suspicious MV, Person, & Activity	1234
Sudden Death	8	Suicide & Suicide Attempt	17
Vandalism	25	Youth Gathering	6
Missing Persons	13	Court Process Service	405

Each year, police departments across the commonwealth face new challenges, for 2020 those challenges were diverse, and brought out the very best of our police department. The level of support displayed by the citizens of Millis towards their police department is best described as outstanding. I could not be prouder of the members of the department for the manner in which they conduct business on a daily basis.

While all of us appreciate the relative safety of Millis, the reality of the world today brings with its societal challenges that need to be faced. We must be prepared to respond to those challenges in a manner that respects and ensures the rights of our free society while protecting us from those who would do harm.

CUSTODY STATISTICS

Protective Custodies	41
Assault & Battery Dangerous Weapon	7
Operating Motor Vehicle with a Suspended License	22
Warrant Arrests	27
Domestic Assault and Battery	14
Operating Under the Influence	16
Possession of Class A drug	5
Possession of Class E drug	6
Receiving Stolen Property	4

MILLIS POLICE DEPARTMENT STAFF

Chief Christopher J. Soffayer

Sgt. Kristopher Maxant Sgt. Nicholas Meleski Sgt. Corey Volpicelli
Sgt. John Shearns Sgt. Dominic Tiberi

Ptl. Paul Adams Ptl. Paul Smith Det. Jason Gonzalez
Ptl. Sean Nelson Det. Dale Bickford Ptl. Robert Afienko
Ptl. Kevin Conley Ptl. Craig Thompson Ptl. Zachary Forsythe
Ptl. Paul Curtin Ptlm. Tyler Angel Ptl. Matthew Sullivan

Permanent-Intermittent Officers

Ptl. James Lopez
Ptl. Paul Kearns

Communications Officers

Robin Cahill
Paul Kearns
John McLaughlin
Colby Zitoli
Angela Vongsavath

Department Assistant

Tracy Leavitt

Respectfully Submitted,
Christopher J. Soffayer
Chief of Police

REPORT OF THE MILLIS RECREATION DEPARTMENT

The Recreation Department is dedicated to providing the Millis community with extracurricular, informative, educational, entertaining activities and recreation sports programs. The wide variety of opportunities the Recreation Department works to offer address the needs and preferences of the entire community, offering programs for all citizens from infancy to adulthood. In working to fulfill our mission, the Recreation Department stays in close contact with the community to ensure Department policy and activity reflects the community's interests and needs.

The Millis Recreation Department publishes program brochures for Fall, Winter, Summer and Spring courses and registrations are always open. Fees charged for programs cover the cost of materials, pay salaries and help defray other costs. The Recreation Department is completely self-supporting. The Recreation Committee consists of appointed members who are working to better your community.

Recreation Committee and Volunteers: Mike Banks, Steve Cassidy, Tim Davis, Kris Fogarty, Director, Erin LeBlanc, Sharon Locke, Judy Malouf, Pam Mustard, Paula Norton, and Susan Vara, Department Assistant.

Your Recreation Department is successful because of the cooperation between the Department and the Town Administrator, Board of Selectmen, School Department, Veterans Memorial Building Staff, Police and Fire Department, Public Works Department, the Millis Public Library, Board of Health and local businesses. A well-deserved thank-you also goes to the many volunteers and professional involved with the Recreation programs who are so generous with their time and talents.

The Recreation Department had to pivot during the pandemic with many programs and events while thinking "outside of the box". We collaborated with the Council on Aging to create the Sunshine Club, a pen pal program, the Fire Department to host the Santa in a Snow Globe, Millis Community Media to have Zoom calls with Santa and with Metrowest Departments to host eGame Tournaments. Overall we were able to offer some wonderful and creative programs including; Bunny Hop, Elf on a Shelf, Nailed It Challenge, Chalk Your Walk, Hearts for Healthcare Workers, Thanksgiving Turkey Hunt, Halloween Pet Photo Contest all while keeping the community engaged.

The completion of the Tennis/Pickleball Courts allowed the Recreation Department to significantly increase programming for the residents. The courts were utilized everyday with Learn to Play clinics, Beginner Lessons, Intermediate Play and several Ladder Leagues. The feedback from the Town has been tremendous. "If you build it, they will come".

The Recreation Department received a \$10,000 Grant from the State to invest in Inclusive and Adaptive programming and equipment. We would like to thank Representative David Linsky for his support in his advocacy for the funds. Our Inclusive "Get out and Play" camp was a success and followed the strict guidelines for COVID protocols.

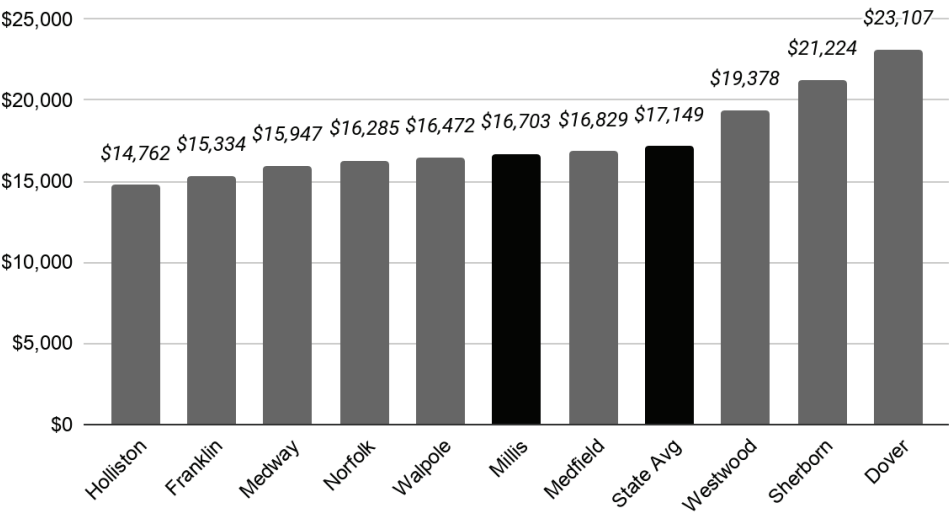
Kris Fogarty, Recreation Director

Millis Public Schools
2020 Annual Report

Constitutionally guaranteed public education in Massachusetts celebrated its 240th anniversary in 2020. Since the inception of the Massachusetts Constitution in 1780 (the oldest continuous-serving written constitution in the world), our commonwealth has recognized the importance of education for the continued success of our democratic republic. The early leadership that Massachusetts demonstrated in public education in 1780 continues to this day, and the Millis Public Schools are proud to be a high performing district in the highest performing state in the nation.

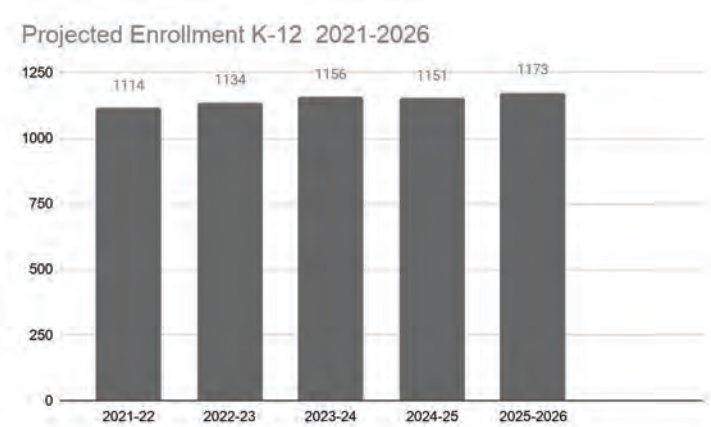
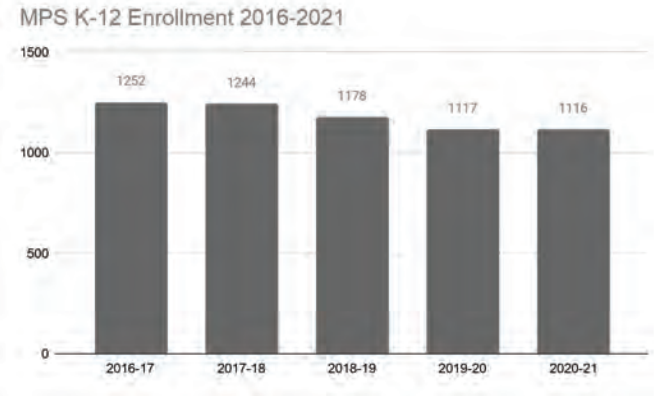
Through the generous support of our schools by the Millis community, Millis Public Schools are able to prepare students to be responsible citizens, to provide knowledge and skills necessary for higher education and quality careers, and to develop leaders for the next generation. Based on the most current data provided by the Department of Elementary and Secondary Education (DESE), the per pupil expenditure of the Millis Public Schools for FY2019 was \$16,703 (including costs for out of district tuitions for special education programs). The chart below indicates Millis' per pupil expenditure in comparison with other neighboring districts and the state average.

Per Pupil Expenditures



Millis Public Schools Enrollment dropped from 1178 students in grades PreKindergarten (PreK) to 12 for the 2019-2020 school year to 1158 students in grades PreK-12 for the 2020-2021 school year. For 2020-2021 the largest decline was in PreK enrollment (61 in 2019-2020 to 42 in 2020-2021). This drop could be a function of COVID-19 as the number of PreK-aged children in Millis in 2019-2020 and the number of PreK-aged children in 2020-2021 was roughly the same. The number of births in Millis and school enrollment have declined in the last 10 years, but this decline is projected to end next year and a period increasing enrollment is expected for the next ten years. The following

charts reflect data collected by the New England School Development Council (NESDEC) regarding current and projected enrollment trends.



Millis has also seen a change in enrollment along racial and ethnic lines. In 2015, 90% of Millis students identified as white. Data from Massachusetts Department of Elementary and Secondary Education for 2020-2021 indicates the shifting demographics of our schools.

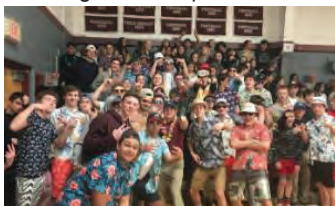
Enrollment by Race/Ethnicity (2020-21)		
Race	% of District	% of State
African American	1.1	9.3
Asian	2.3	7.2
Hispanic	8.4	22.3
Native American	0.3	0.2
White	83.7	56.7
Native Hawaiian, Pacific Islander	0.2	0.1
Multi-Race, Non-Hispanic	4.0	4.1

Millis Public Schools continue to focus on students as individuals. Faculty and staff strive to form strong relationships with students as a means to maximize student potential. Personalized Learning, Social-Emotional Learning, and Blended (in-person and digital) Learning are used to engage students in rigorous academic pursuits, and to help them grow as “independent, lifelong learners and leaders who will contribute to a changing and complex society.”

January of 2020 began with little foreboding of what was to come. Clyde Brown students were engaged in Open Circle activities and enjoyed an assembly featuring teacher plays performed by staff. Millis Middle School students were preparing for upcoming MCAS exams, watching trout hatch in science class, and producing podcasts in media production. Millis High School band and chorus students performed their winter concert (postponed due to snow in December), basketball and hockey players were gearing up for the tournament, and freshmen and sophomores attended a performance on Thurgood Marshall by the New Rep Theatre. As January moved into February news about a virus spreading overseas began to creep into our awareness.



Mr. Russo reads with
Clyde Brown students



Millis High students cheer on the boys
the boys basketball team



Middle School students
podcasting

By the beginning of March, there were questions about whether high school students would be able to attend planned April trips to the Galapagos Islands and the Netherlands. On March 13, 2020, all Millis Public Schools closed for what at the time was a one-week shutdown to address the spread of COVID-19. The week-long shutdown was extended into April, and on April 20, 2020, Massachusetts Governor Charlie Baker ordered the closure of all Massachusetts public school buildings for the remainder of the year. Millis students and staff were forced to work from home until June. As a result of this closure, Millis Public Schools began a district wide push to get technology out to all of our students so that students could learn remotely. Millis Public Schools technology staff was able to ensure that each student in the district had access to a device for distance learning. It was truly an amazing effort by our technology staff. Following guidance from the state, students worked asynchronously, receiving assignments at the beginning of the week to be completed and submitted by the end of the week. Staff worked very hard to keep students engaged and connected to school. Many teachers and staff held office hours or virtual meetings to provide students with individual and small group help. Clubs and activities continued remotely. The spring athletic season was cancelled and students looked for creative ways to stay in shape and connect with their friends. In spite of these obstacles, the spirit of students and staff persevered. Students experienced “drive by” birthdays, Google Meet conferences with teachers, and virtual club meetings. The challenging conditions tested the resilience and resourcefulness of both students and staff. Through it all Millis Food Services provided students and families with free healthy breakfasts and lunches each day.



Millis Cross Country Team competes in a virtual relay



Millis Food Service sends positive messages to families



Millis staff home-delivers materials and smiles

Students, teachers, and families worked through the spring in the challenging environment of the pandemic while the brand new Clyde F. Brown School and Millis Middle-High School buildings remained silent. With May came better weather and students were able to get outside to fresh air. Students in the town participated in socially distanced picnics, family walks and runs, and bicycle riding. As we prepared to say goodbye to Millis High School's Class of 2020, the town demonstrated incredible support for its students. Graduation could not be held on the traditional first Thursday in June, but with the help of Millis Police and Fire, the Class of 2020 rolled through the streets of Millis for the first-ever Rolling Rally on June 4. It was an enthusiastic and moving tribute from the town to its graduating seniors.



Class of 2020 Rolling Rally
(Photos Courtesy of Adrianna Arquijo Photography)

In July, the state permitted outdoor high school graduations, so on the evening of July 30, 2020 on the school's football field, the 91 members of the graduating class received their diplomas. It was a fitting sendoff to students who had endured so much during their senior year.

The remainder of the summer was spent preparing for a safe school reopening in the fall. Amid much uncertainty, Millis administration, staff, students, and families prepared for three possible options for the opening of school: fully remote; hybrid (approximately 50% of students in Monday and Tuesday, the other 50% on Thursday and Friday, and Wednesday as a fully remote day for everyone); or full in-person. Millis schools followed guidelines from the Department of Elementary and Secondary Education (DESE), the Commonwealth of Massachusetts, and the Centers for Disease Control (CDC) and determined that the beginning of the school year (which was shortened by 10 days from the usual 180 days) would be fully remote as the district finalized plans for in-person learning. On October 19, 2020 Millis schools welcomed back students to in-person learning in the hybrid model. This would be the operational model for the rest of 2020 and into 2021. Logistical challenges to providing hybrid learning were extensive. The maintenance and custodial staff had to remove desks

and furniture from each classroom to ensure six-foot spacing between students and their teachers. Classroom capacity was essentially cut in half. Signage, markings, transportation, student drop-off and pick up, cafeteria protocols, and building and classroom ventilation were among the many areas that had to be addressed before students could come to school in-person. We are thankful to the operations staff for all their work to get students and staff safely back in the building. Upon return, students and staff rejoiced at in-person learning while at the same time learned to deal with zoom classes, synchronous and asynchronous learning, mask breaks, and maintaining a positive outlook. Students, families, and staff worked incredibly hard to make sure that Millis schools remained open to in-person learning. Special recognition should be noted for the district nurses, Diane Danehy, Lynn Molinari, and Suzanne Lortie for their tireless efforts to keep our students and staff healthy. As the year progressed, students were given the opportunity to participate in interscholastic sports and some other limited in-person activities such as drama and dance. It didn't look the same as in the past due to modifications, but students relished the opportunity to participate in extracurricular activities. When the weather was nice, the campuses of the Millis schools teemed with students and teachers taking their learning outside. The innovation, persistence, and determination of students and staff was amazing to witness. As fall turned into winter, the number of COVID-19 cases in the community began to spike, but through it all the Millis schools remained open. Looking ahead to 2021, the Millis Public Schools are hopeful that we will be able to increase in-person learning and bring in some elementary grade levels fully in person. 2020 placed enormous and unforeseen demands on our students, staff, families, and community. There is much work ahead of us as we move toward the day when the pandemic no longer dominates daily life. We are supremely confident that the Millis Public Schools and the entire community of Millis will persevere as we move to a time when social distancing, mask-wearing, and cohorting become a thing of the past.

Respectfully submitted,
Robert Mullaney, Superintendent

District Curriculum, Assessment and Professional Development
Annual Report 2020

The Millis Public Schools continues to be committed to the education of our students. Our goal is to provide personalized learning to meet the individual needs of our students and provide them with the tools to become independent learners. In this 21st Century, we understand the importance of providing students with the skills they will need to be effective, contributing members of society. The skills necessary include their ability to communicate effectively, to collaborate with others, to be critical thinkers, and to be creative, effective problem solvers.

Beginning in March 2020, we realized that in order for our teachers to be able to teach students virtually, we needed to provide them with very specific and targeted professional development. While we do strongly believe in our continued effort to meet the individual needs of our students, switching to a completely remote environment provided additional challenges and opportunities for the Millis Public Schools. Our consistent work over the past decade and our focus on personalized learning and providing students with the tools to become independent learners positioned the Millis Public Schools to be ready to hit the ground running. Key to our ability to roll out a remote model was our robust technology department that not only provides appropriate devices for all but also the infrastructure to support those devices. Many of our teachers has been using *Google Classroom* and *Its Learning* as part of their in school classrooms. Both of these were instrumental in making the shift to at home learning.

As we returned to school in September 2020, our teachers began eight days of comprehensive professional development utilizing new technology applications and in some cases new hardware. Document cameras, microphones, interactive whiteboards, chromebooks, iPads, desktop monitors, interactive pens and Bluetooth headphones are just a few of the new tools that were added this year to help facilitate the transition to remote teaching and learning. In addition to training on how to effectively use these tools, teachers were also trained on using a variety of platforms including *Google* sites, *Google* classroom, *Its Learning* and *Zoom*. Key to all of this was the transformational work that went into adapting their instruction and curriculum to the remote and ultimately hybrid scenarios.

The focus this year was to provide our staff with the support, supervision, and professional development necessary for them to effectively teach in a remote and hybrid model. Due to the MA DESE modification of the school calendar, during the first ten school days in September, we were not only able to offer training and professional development to our teachers and staff, but we were also able to have two days of training and support for our students and families as they also needed to be able to access and effectively use the platforms and educational applications.

As always, we continue to look for ways we can enhance and enrich the learning experience for the students of Millis.

Respectfully submitted,

Joan E. Lynn
Director of Curriculum

Millis Public Schools

Digital Learning and Technology

If ever there was a time to focus forward, it is now. We have continuously had to take a page out of Michael Hyatt's books and ask ourselves "*What does this experience make possible?*" As Hyatt remarks, it is "a question that changes everything" - a question that is productive and empowering.

When the 2019-20 school year began, we were opening a new elementary school with a tremendous degree of optimism and influx of digital learning tools. When our learning community had to pivot so suddenly last March, our district was able to successfully make the shift from in-person learning to fully remote learning. There are many reasons why our learning community was able to quickly and successfully connect our staff, students, and families and keep our learning community active and productive. Prominently among these reasons is our Millis Schools culture.

Millis Schools starts each year with energy and enthusiasm, welcoming the challenges that are always ahead. Our culture is collaborative and forward-thinking, resilient when presented with challenges, and innovative in its approach to learning. A component of this culture is the support for innovative technologies, which ensures that we are well-equipped to educate today's learners. The District's long-time focus on blended and personalized learning had us well prepared when we needed to shift to remote learning, as teaching remotely utilizes all of the components of a blended learning model, and Millis staff and students were already accustomed to learning with technology tools.

The majority of our students have been engaged in a hybrid learning model for school this year, with two days of in-person learning, and three days of remote learning. Teachers and staff are supporting student learning through Zoom meetings and the use of learning platforms, such as SeeSaw, Google Classroom and Google Sites, and itslearning. Lessons are mostly in real-time (synchronous learning time), and teachers also record lessons that students may access on their own (asynchronous learning time).

Each student in grades Pre-K through Grade 12 is assigned a school-managed device for hybrid and remote learning. Staff have a number of digital tools to support our hybrid learning model, and the district was able to provide significant professional development at the beginning of the 2020-21 school year to support the use of these tools, including:

- Zoom for virtual connections with students, staff, and families
- Google Classroom, Itslearning, and SeeSaw for establishing online learning spaces that provide access to content, learning pathways, and assessments
- Loom, Screen-cast-o-Matic, Explain Everything, and other screencasting tools for developing instructional videos and engaging students with curricular content
- EdPuzzle for enhancing instructional and content videos with interactive questions and activities

- Various other digital Learning tools, such as BrainPOP, Typtastic, Book Creator, Freckle, IXL, PearDeck, WorldBook, and many others

In order to accommodate needs specific to COVID-19 response, the district implemented an attestation app, which staff and families fill out prior to entering the school buildings. In addition, the district was able to help families with connectivity so that students were able to attend remote classes. Certain learning spaces were reorganized, and we were able to set up additional learning spaces where needed, including providing the technology tools to allow for projecting and sharing content. Most notable, however, is the degree to which we've been able to shift much of our operations to a virtual platform whenever needed. The high school held a virtual health fair, complete with visiting speakers and group discussions. We conducted a superintendent search from beginning to end using virtual meetings and interviews via Zoom. The School Committee was able to continue its work through virtual meetings, with an unintended benefit of having increased public attendance and input.

As one might imagine, deploying a 1:1 device program in a matter of weeks was a challenge, the logistics of which many could not imagine. The Technology Team, our Technicians, Network Manager, Mobile Device Specialist, and Data Specialist carried out the deployment of 1:1, management of accounts and applications, and months of *virtual support* to staff, students, *and families* with skill and dedication. In average times our Tech Team supports in-school technologies, but in these extraordinary times they have used Zoom meetings to hold office hours, screen share in order to troubleshoot an issue, remote in from home to monitor and manage our network and devices, and coordinate with school staff to ensure that on any given day, replacement devices for staff and students are immediately available in order to minimize any down time from being connected with our students.

Response to the pandemic has also impacted our strategic planning. Our technology replacement cycle has shifted with the influx of new technology over the last two fiscal years; it will now need to account for multiple phases for replacing technology and devices for which the useful life will be reached at a concurrent rate. Our entire learning community is now engaged in technology-infused teaching and learning, and we acknowledge that students at all grade levels are accustomed to learning with digital tools, which the district will strive to continue supporting. Likewise, many of the digital applications that we use now are adaptive, support personalized learning, and have become our new "normal" in teaching and learning. Our strategic planning must include a means for sustaining deep and personalized learning, as well as the found successes that we've brought forth from meeting the challenges put before us.

The year 2020 brought unexpected changes, but the Technology Team has also been able to implement some planned changes, including moving to hosted solutions for our mobile device management (MDM) system and student information system (SIS). Complementing those hosted systems, we are implementing a single sign-on (SSO) system whereby staff and students will be able to streamline signing into multiple applications while also increasing account, data, and network security.

We continue to focus our energy forward, asking what these experiences make possible for us, reflecting on what works and what we hope to sustain as we continue to provide our learners with the best possible education.

Respectfully submitted by,
Jennifer Starr
Director of Digital Learning and Technology



OFFICE OF STUDENT SUPPORT SERVICES ANNUAL REPORT 2020

The Student Support Services Office oversees a variety of areas including Health Services, Special Education, Guidance Counseling, Home and Hospital Instruction, Child/Student Find, Integrated Preschool, Civil Rights and homeless education support. A full description of these programs can be found on the district website. The Millis Special Education Parent Advisory Council (SEPAC) collaborates with the Office of Student Services, offering input into special education programming in the district. This parent/guardian-led group offers important support and resources to families of students with disabilities and other interested parties through informational as well as social events.

A central mission of the Office of Student Support Services is to protect the rights of students found to have disabilities that impact learning. This office is charged to provide comprehensive and high quality services to students with learning difficulties; these can address students' academic, social and/or health needs for students age three to twenty-two (3-22). Students found to have disabilities which impact learning, have Individual Education Plans (IEP) designed by a team of educators and parents. In June of 2020, one-hundred eighty-nine (189) Millis Public Schools students had IEPs. This represents 15.8% of the student population and is below the state average (18.4%). IEP services may include specialized instruction in academic areas and related services such as speech and language therapy, occupational therapy, physical therapy, vision services, psychological services, school adjustment counseling, crisis intervention training, special education evaluations, behavioral interventions, and nursing care.

The Millis School District, in accordance with state and federal laws, remains committed to the principle of including students with disabilities to the greatest extent possible, within the general education classroom in our schools, this principle requires strong collaboration among general education teachers, special education teachers, therapists, counselors and paraprofessionals. Further, an increased focus on a "universal design for learning" and personalized learning in our schools, provide frameworks that enhance the accessibility of the curriculum for all learners. In an effort to further Millis Public Schools' capacity to provide an excellent education for all learners, each school has developed an action plan to develop a tiered system of supports (TSS). Given this strong instructional support intervention system designed to accommodate students' learning needs within the general education classroom, the referrals for an evaluation to determine special education eligibility continue to be appropriate. Twenty-eight (28) students were evaluated to determine initial special education eligibility during the 2019-2020 school year.

In June of 2020, Eighteen (18) students were being educated in 13 public, private and collaborative programs outside of the district. Millis Public Schools strives to educate students with disabilities in the least restrictive environment (LRE) frequently developing practices to keep students in the schools here in their hometown area. As of September 2020 Millis Public Schools collaborated on an 18-22 Program pilot year with Medfield Public Schools; although it is located in Medfield High School, students spend time each day in the community and working on independent living skills. Through membership in the ACCEPT Education Collaborative and The Education Cooperative, services are

provided to students with low incidence disabilities. In addition, both Collaboratives provide programs, personnel and consultation services and professional development to instructional personnel of the member communities to increase our capacity to address the diverse needs of our students in our local schools. Occasionally, IEP teams will recommend private special education school placement for students with specific needs.

The Office of Student Support Services ensures that the district complies with mandated practices, as well as special education laws and regulations. Procedures and regulations are reviewed regularly, keeping special education personnel and general education personnel informed of all administrative advisories and changes to the laws and regulations. During the fall of 2020 the office participated in the Department of Elementary and Secondary Education (DESE) Tiered Focused Monitoring System's Mid-cycle review in the areas of Special Education, Civil Rights and Educational Stability (for homeless students, students in foster care and from military families). Following the on-site visit in January, DESE issued a findings reports indicating that the district had met all requirements in the areas of review- finding no areas in need of corrective action, a noteworthy accomplishment.

In closing, Millis Public School community strives to provide educational programs and supports that address the needs of all students. We believe that the supportive and nurturing environment found in Millis Public Schools makes it possible for students with learning challenges to reach their full potential.

COVID-19

Once COVID-19 arrived in our community in March of 2020 and forced school closure, educators and administrators worked diligently to re-invent how special education services were to be provided through virtual means. The SEPAC was an important contributor to these efforts and helped by being an important conduit of information for families of students with disabilities. Within weeks, following DESE guidance, special education service providers had meaningful conversations with families to create Special Education Remote Learning Plans to meet the needs of students in these new circumstances. Evaluation plans were also reviewed with families to determine what valid data could be assembled in this new environment and which evaluation measures should be delayed until fall or summer. Remote summer services we offered to students with ESY (Extended School Year) on their IEPs, while limited in-person services were provided for our highest needs students.

Months of planning and consultation allowed for the return to in-person (4 full days) learning of our highest need students (as described in DESE guidance) in September. This was followed by PK students and more high need students in October. By mid October all students in Millis were allowed participation in some in-person learning (2-4 days). Students in out of district placements received instruction in a similar fashion transitioning from fully remote to in-person instruction as appropriate.

The Office of Student Services oversight of the education of students with IEPs and school Health Offices became a challenging task once COVID-19 reached our country and our school. Three School Nurses worked diligently in the spring of 2020 to remain current with COVID-19 health information from the CDC, MA Department of Public Health and the Millis Board of Health. They identified processes and key information to share with the school community to mitigate the effects of the pandemic in our schools. The nurses structured training for staff and students returning to schools regarding COVID-19 symptoms, social distancing, masking, handwashing, contact-tracing, testing and quarantining. In addition, these individuals were key members of the Health and Safety Committee who worked to assure safe and healthy practices and protocols were put in place in

schools to screen staff and students, to respond to potential infections and communicate COVID-19 information effectively to the community.

As a result of these efforts from October through December 2020, there was no evidence of any cases of in-school transmission. During this time sixty-six (66) students and three (3) staff members were identified as close contacts: six students and four (4) staff members tested positive for COVID-19 due to family contacts or related to activities outside of school. It must be acknowledged that our schools' success in addressing COVID-19 would not have been possible if it were not for the outstanding support and guidance received from the Millis Board of Health nurses.

Respectfully submitted,
Sue Anne Marks Ed.D.
Director of Student Support Services

2020 Town Report
Millis High School Athletics

Like every athletic program in the state, Millis was not immune to COVID-19. The cancelation of state-wide winter 2020 state finals was a crushing blow to all things athletics. Sadly, it was a grim warning of things to come. The loss of spring sports during the spring of 2020 was a humbling reality that this virus was to be taken seriously. Baseball, softball, boys volleyball, track and tennis all had their seasons canceled. Add to that, the postponement of football and volleyball, in the fall of 2020, to the fall 2 season in 2021, and we clearly understood that we were in the midst of unprecedented circumstances. We were fortunate to have soccer, cross country and golf bring a glimmer of hope and normalcy back to our lives with the start of the 2020 school year. With the word of the year being 'OPPORTUNITY', athletic programs throughout the state worked to create the safest possible circumstances for sports to take place. Although there were no standings or resulting champions, you would have never noticed by the effort exerted by all our athletes while engaging in competition for the pure love of the sport.

Our girls basketball team made it back to the district finals, this time in Division 3, where they faced an excellent Milbury team. Milbury defeated Millis 36-27 and so ended sports as we once knew them as the new protocols would soon take over and sports would take on a new role in our day to day lives. Girls basketball all stars were Abby Miller and Eryn Rice. Boys basketball won its way into the third round of the state tournament with some exciting wins before packed gyms while posting a 5-18 record. Jonathan LaDuke was named to the league all star team for boys. Boys/Girls indoor track competed at the Wheaton College facility and had two athletes named to their respective all star teams: Mitchell White and Bethany Steiner.

Cross Country was our rock star team as newcomers to the winning scene finishing their season 4-1 with Michaela Hafford being named an all star as well as the MVP and all scholastic for the girls' division. The boys posted three all stars for the Tri-Valley league for the first time in program history: Mitchell White, Colton McCain and Jonathan McCain. Our cross country coach, Siobhan Clayton, was named league coach of the year in just her second season!

Golf finished their season with back to back wins to finish 2 - 8 as they continued to climb in the wins column. Logan Barber was named to the golf all star team. Girls soccer, with new head Coach Olivia Zitoli, finished 2-5-2 with Bethany Steiner and Jordyn Ferrantino being named to the all star team and the boys soccer program finished 0-8-1 with Anthony Coutts and Ryan Mullen being named to their all star team.

Congratulations to all our 2020 athletes and families. A special shout out to our Class of 2020. So many sacrifices were made in so many ways. Your perseverance and commitment to competition, amidst unyielding circumstances, will never be forgotten and will forever be appreciated.

Respectfully submitted,
Charles Grant, Director of Athletics

ELEMENTARY SCHOOL BUILDING COMMITTEE

Substantial completion of the Clyde Brown School occurred in time for the scheduled opening of school in September of 2019. The only construction activities that continued were the completion of punch list items within the building and outdoor landscaping. Radon, a naturally occurring gas that seeps from the ground was detected in the fall of 2019 and an under-slab venting system was installed in early 2020 to address that condition. The system is operating effectively and is routinely monitored by the facilities staff.

The only remaining work involves completing minor landscaping in areas surrounding the building. This work will be done in the spring of 2021 when the growing season begins. That will complete the work for this project. The Massachusetts School Building Authority (MSBA), as part of their standard practice will then conduct a post-construction audit, which is expected to take about one year to complete. To date, the MSBA has contributed \$19.9 million to the project (aprox. 40% of the total cost). Although a final accounting will not be complete until the audit is complete, costs remain almost \$4 million under the \$52 million projected construction cost. Many thanks to everyone for their efforts that have brought us to this enviable position.

Respectfully submitted,

Wayne Klocko, chairman

Denise Gibbons

Diane Jurmain, Vice Chairman

John Engler

Kim Borst, Secretary

Richard Nichols

Michael Banks

Jason Phelps

Sean Doherty

Craig Schultze

Nancy Gustafson

Jeanne Thompson

Michael Guzinski

Millis Middle School Annual Report - 2020

The year 2020 started strong at Millis Middle School, with a focus on the district vision of personalized learning and student well-being. Between January and March, eighth grade students showcased their work at the Medieval Project Fair and seventh grade students showcased their work at the STEAM Fair. All students attended a presentation of Thurgood On Tour, sparking conversations about Civil Rights and Black History. Also, thanks to a generous donation, the seventh grade science classes participated for the first time in the Teaching with Trout Program and raised eastern brook trout from eggs to release into the Charles River. Sixth and seventh graders were able to socialize and have some fun at their Winter Wonderland dance and students showed off their talents at the Middle School Talent Show.



The theme in the Middle School during the 2019-2020 school year was, “Make a Difference.” Students participated in community service projects such as collecting Soup for the Super Bowl, writing and selling Valentine Poems to benefit Rosie’s Place in Boston, and collecting for Thanksgiving Food Boxes for the Millis Food Pantry.



In March, the Covid-19 pandemic created many challenges for our school, as it did for the world. The Middle School staff needed to reflect, adapt, and respond in order to continue effectively educating students. When the pandemic forced a shift to remote learning for all students, the district mobilized to provide students with devices at home in order to connect online to continue learning virtually. For over ten years, Middle School educators have utilized technology to differentiate and provide a blended learning experience for students, so Millis Middle School was well prepared to shift to remote learning. The 2019-2020 school year ended in June with a virtual promotion ceremony for eighth graders and a car parade to receive their promotion certificates and a commemorative t-shirt.

During the summer of 2020, much energy and effort went into reimagining learning for Millis students and creating a more robust, longer term remote and hybrid learning model. The Middle School hired one 8th grade math teacher as a result of a retirement, one part-time Spanish Immersion Unified Arts teacher and one art teacher to fill vacant positions. To support the new remote/hybrid learning model, two learning facilitators were hired to assist students and teachers and act as long term substitutes.

Changes were made to the Middle School schedule and cohorts of students were created to allow full remote learning to begin in September 2020. In-person instruction began in a hybrid model in October, after safety protocols were put in place according to CDC and Department of Education guidelines. Millis Middle School finished 2020 in a hybrid model, with approximately half of the student population attending school in person on Mondays and Tuesdays, while the other half attended in-person on Thursdays and Fridays. Students learned remotely on the other days and school each Wednesday was fully remote for all students. There were also some students who opted to learn in a fully remote model.

To support learning at home, the Middle School provided students with a bag of school supplies, including a mini-dry erase board and markers, a clipboard, earbuds, an agenda book, and device. Desks in classrooms were



set to allow for at least six feet of social distancing and teachers traveled on carts and rotated through classrooms. Students wore masks and used hand sanitizer to help mitigate the spread of the virus in the building. Tables in the cafeteria were replaced with desks six feet apart so that students could safely eat lunch.

Notable changes to instruction and content in 2020 included implementation of a new 8th grade Civics curriculum and revisions to the 8th grade math curriculum to better align with high school math standards and courses. Certain aspects of the Middle School learning

model did not change in 2020, despite the pandemic:

- ❖ Power Standards from the Massachusetts Curriculum Frameworks are identified to guide content area instruction. Middle School educators continue to work with teams from Clyde Brown Elementary School and Millis High School to vertically align standards, curriculum, and instruction.
- ❖ Student progress in grades six and seven is reported using a standards-based report card in line with our system of standards-based learning, assessment, and grading. Reporting for grade eight continued in a traditional percentage and letter grade format. Effort, behavior, and citizenship are reported on separately.
- ❖ Students with learning differences are supported by increased small-group intervention and co-teaching.
- ❖ A growing English Language Learner population is supported by a shared district ELL teacher and by general education educators trained in strategies to give ELL students better access to the curriculum.
- ❖ Math educators have integrated adaptive online learning platforms to support both review and reteaching of skills and to accelerate learning for some students.
- ❖ English Language Arts educators continue to instill a love of reading through robust classroom libraries that include culturally diverse literature options at all levels. Students develop strategies to read challenging and complex informational text across the curriculum.
- ❖ Students continue to engage in Project Based Interdisciplinary Learning that encourages creative thinking for problem solving. Educators include real world applications to engage and motivate students.
- ❖ Social emotional learning concepts are integrated into curriculum topics and students receive counseling support for wellbeing.
- ❖ Seventh grade students participate in the Signs of Suicide program and school nurses screen for substance abuse using the SBIRT program.



The Middle School continues to identify and address various factors that have an impact on student learning, especially factors particular to 2020 and the disruption to education.



- ❖ Relationships: Educators understand the value of developing caring, trusting relationships with students and their families to motivate and engage them in learning.
- ❖ Social Emotional Learning: An increasing number of students require social-emotional support to be successful in school. Educators integrate strategies, such as mindfulness and yoga, to address the impact of anxiety and stress and develop self-regulation skills. The Middle School has one School Adjustment Counselor, who is available to all students as they work through developmental and social/emotional challenges.
- ❖ Recognizing and celebrating growth, effort, and personal success: Grade level meetings and huddles help build community and recognize students for academic success and citizenship. Students are recognized for achieving goals and demonstrating core values. They are also recognized for exceptional effort and citizenship through Student Shout-outs, which include a positive note mailed home by the Principal. Notable student achievements during 2020 include:

2020 Project 351 Ambassador - Lindzey Murillo

2020 NELMS Scholar Leader Awards - Julianne Roy and Seamus Lyons

2020 Treble All-State Chorus - Mia Young

Research highlights the importance of developing a school culture where students feel they belong and feel supported and respected. Our goal is to educate and guide middle school students to self-monitor and take responsibility for their own behavior and learn to take the perspective of others. The Middle School continues to promote acceptance and respect and encourages students to inspire one another through their words and actions with the 2020 campaign #MakeADifference. Schoolwide expectations are communicated and reinforced frequently. Bullying is addressed through direct instruction and daily reinforcement of appropriate behavior. To deter bullying, we continue to look to student leaders to help create an inclusive, accepting culture, which is supported by research. Themes from the Massachusetts Aggression Reduction Center (MARC) anti-bullying curriculum and other resources that carry themes of kindness, acceptance, respect, and digital citizenship are woven into the curriculum, in classroom lessons, all year long. In the fall of 2020, a group of 8th graders participated in a virtual Leadership event sponsored by Jostens, Inc., and the Middle School Student Council was elected.

Extracurricular opportunities were unfortunately quite limited for students during 2020. During the summer, many Middle School students participated in an outdoor Gut Camp exercise training clinic. During the school year, some students were able to participate in town soccer in the fall, an after school art club, drama club, and pop culture club. Despite the many challenges of 2020, Millis Middle school students continued learning as a result of amazing collaboration between school staff and families.

Millis High School Annual Report 2020

Students at Millis High School enjoyed another successful year in 2020, though the 2019-20 school year was cut short when the beginning of the COVID-19 pandemic closed our schools in March of 2020. With the school closure came a shift to remote learning. Both faculty and students worked hard to maintain academics and connection, in spite of the challenges of separation. Clubs continued to meet virtually through platforms like Zoom and Google Meet, academics shifted to more reliance on Google Classroom and email communication, and the school and town banded together to find new ways to celebrate the graduating seniors given state guidelines and distancing measures in place. It was a year unlike any other, but the school community united to make it the most enriching experience possible for the students at Millis High School.

After a great deal of planning over the summer, investment in technology and PPE, staff professional development in technology tools, and installation of safety protocols and procedures, Millis High School opened in September of 2020 in a remote learning environment. Faculty began the year teaching students through the Zoom platform, adapting practices to engage students through a school day remotely. On October 19, 2020, Millis High School opened its doors to students for the first time since March, shifting to a hybrid learning model. Students attended school in one of three cohorts; a Monday/Tuesday grouping, a Thursday/Friday grouping, or a fully remote cohort. Wednesdays were remote learning days for the entire district, with an early 1pm release to allow teachers planning time as they continued to adapt to the new hybrid learning environment. Hand washing, social distancing, and mask wearing became an integral part of the daily routine for all at MHS, with a focus on maintaining a safe school environment. Millis High School remained in this model through the end of 2020 and into the new year.

In addition to all the changes in classroom learning and procedure due to the pandemic, there was also a change in leadership at Millis High School, as Bob Mullaney, Principal of MHS since 2007, was promoted to Superintendent in December of 2020. Mark Awdycki, a School Counselor at MHS since 2007, was named Interim Principal of MHS, also in December of 2020.

Shifting focus from the leadership changes, the pandemic school closure, and the successful reopening of school in the fall, there was much to celebrate at Millis High School. The school received some notable local and national honors. Boston Magazine ranked MHS 30th out of 149 Greater Boston high schools. US News and World Report included Millis High on its list of America's Best High Schools, putting MHS in the top 7% of schools in the United States, 55th of Boston/Metro Area High Schools, and 73rd amongst Massachusetts high schools. Niche ranked MHS the 75th best public high school in Massachusetts out of a list of 350, and the 60th best Boston area public high school out of 221 schools.

In 2020, MCAS exams were canceled, as were most administrations of the SAT and ACT. However, Millis High School students were still given a chance to shine on Advanced Placement exams. The second highest number of Millis High School students ever took Advanced Placement courses, at 111 (one short of the record-setting 112 students taking Advanced Placement courses in 2019, and equal to the number taking them in 2018). The 2020 Advanced Placement exam administration was done

completely online for the first time ever. Eighty-eight percent of Millis High School students who took AP exams scored 3 or above on at least one of their exams (AP scores range from 1-5, with 3 or higher considered passing), the highest percentage ever at MHS. Millis ranked 42 out of 293 in the Commonwealth of Massachusetts in overall percentage of students passing (84%), and when looking at participation rates (number of test takers/school enrollment), MHS had the 9th highest among the top 50 schools at 33% of the school population taking at least one AP exam. Sixty-four percent of the Class of 2020 took and passed an AP course at some point during their high school career. Millis High School students continue to challenge themselves academically and achieve at exceptional levels.

Millis High School individual students received state and national recognition for academic achievement during 2020. Callie Cassidy of the Class of 2021 was recognized as a Commended Student by the National Merit Scholarship Corporation. Commended Students placed among the top 50,000 scorers of more than 1.5 million students who took the 2019 PSAT exam, placing them in the top 3% of all test takers.

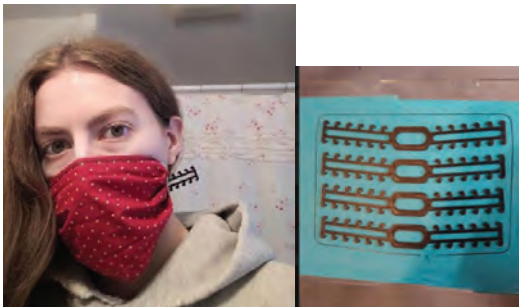


Commended Student Callie Cassidy of the Class of 2021

Twenty-five members of the Class of 2021 received John and Abigail Adams Scholarships for their outstanding performance on the Spring 2019 MCAS tests. Forty-one Millis High School students, the highest number ever, were recognized as AP Scholars by the College Board. Olivia McClary, from the Class of 2020, earned National AP Scholar status, which is granted to students who receive an average score of at least 4 on all AP Exams taken, and scores of 4 or higher on eight or more exams. Haley Lederer, Olivia McClary, Stella Rubalcaba, Elizabeth Shearns, and Alexi Vaillancourt, all of the Class of 2020, qualified for the AP Scholar with Distinction Award by earning an average score of at least 3.5 on all AP Exams taken, and scores of 3 or higher on five or more of these exams. Cooper Andersen, Margaret Carr, Brendan Conry, Amelia Coutts, Alaaeddine Ferrimy, Grace Magilligan, Catherine Maher, Samantha Riley, Kate Spangenberg, Marcus Vorpahl, and Jacquelyn Welby of the Class of 2020, and Bernard Gorman, Bethany Steiner, and Mitchell White, of the Class of 2021, qualified for the AP Scholar with Honor Award by earning an average score of at least 3.25 on all AP Exams taken, and scores of 3 or higher on four or more of these exams. Molly Andrews, Julia Benjamin, Ella Borst, Hailey Chisholm, Matthew Gavigan, Jonathan LaDuke, Abigail Messias, and Andrew Schultze, of the Class of 2020, and Julia Albert, Livi Calais, Tessa Giardi, Michaela Hafford, Ritika Hari, Ben Hurney, Ryan Jurgelewicz, Colton McCain, Casey O'Toole, Jane Pasquantonio,

Joseph Scolponeti, Madelene Tavarez, and Megan Wilcox, of the Class of 2021, along with Jonah Staples of the Class of 2022, qualified for the AP Scholar Award by completing three or more AP Exams with scores of 3 or higher.

In co-curricular activities, Millis High students were recognized in a wide variety of fields. Molly Andrews of the Class of 2020, used a 3D printer to create face mask tension straps for health care workers. The straps were donated to Tufts New England Medical Center, and other health care facilities.



Molly Andrews of the Class of 2020 with 3D-Printed Tension Straps

Ella Borst, Amelia Coutts, and Will Bouret, all of the MHS Class of 2020, participated as part of the Millis Senior Level Engineering Challenge Team at the Destination Imagination (DI) State Regional Tournament.



Members of the Millis Senior Level DI Engineering Challenge Team

Kate Spangenberg of the Class of 2020 was selected as Artsonia's Grade 10-12 artist of the week for the week of February 16-22, 2020.



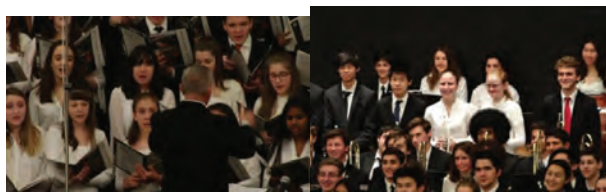
Kate's Winning Art Submission, and a picture of Principal Bob Mullaney, Kate with her award, and MHS art teacher, Carol Haggerty.

Lauren Taylor of the Class of 2020, was selected by a jury panel to be included in the third annual "Massachusetts Amazing Emerging Artists Recognitions" exhibit. The exhibit was on display at the State Transportation Building in Boston, and at the Statewide Youth Art Month Exhibit. Lauren also was the recipient of a New England Scholastic Press Award for Local Journalism for her cartoon of EEE in a fall issue of the Mohawk Post.



Lauren Taylor and MHS art teacher, Carol Haggerty

Nikei Davies and Dory Stefanowicz, both of the MHS Class of 2021 participated in the Massachusetts Music Educators Association (MMEA) Eastern District Senior Festival. Nikei sang soprano in the choir and Dory played first trumpet in the concert band. Both students were selected to perform after auditioning with students from all over eastern Massachusetts. Selection to perform in this festival is a high honor as over 800 students audition for a limited number of slots.



MMEA District Senior Festival

Television Production students continued to excel with Brian Weloth (Class of 2020), Josh Vaz (Class of 2020), Cole Sullivan (Class of 2021), and Dylan Sumner (Class of 2021), winning for Outstanding Documentary Short at the MetroWest Film Festival with their submission, "Dama-Nation". Directors Mia Molinari (Class of 2023) and Leah Abraham (Class of 2023) were finalists in the MetroWest Film Festival for their production, "Eylse the Unsung Hero".

Extracurricular activities continue to be a vital part of Millis High School. For the 2020-2021 school year, student clubs and activities include ACS Chemistry Club, Amnesty International, Art Club, Common Ground, Debate Club, Drama Club, Gaming Club, Happiness Club, Leo's Club, Mohawk Council, National Honor Society, Peer Leaders, School Library Teen Council, School Newspaper, STEAM Society, Students Against Destructive Decisions (SADD), Student Council, Terpsichore (Dance Club), and Yearbook. Over 80% of our students are involved in at least one extracurricular activity with many involved in multiple clubs. These clubs and activities reflect the varied interests and diversified talents of our students and staff.

Millis High School continues to explore opportunities for our students to expand their interests and horizons. The second Health and Wellness Fair, bringing in community members from the health and wellness spheres to help our students learn about everything from nutrition to exercise to mental health, was postponed due to the school closure, but rescheduled for early 2021. This will be an interactive day of workshops, speakers, and activities, connecting classroom learning with real world experiences.

2020 saw continued improvements in the school's auditorium, gymnasium, and restrooms, and an upgrade to the telecommunications system in the building. These were made possible as a result of community support. Millis High School truly appreciates the Millis community's dedication to its schools and students.

Respectfully submitted,
Mark Awdycki
Principal

The Millis High School Council for the 2020-2021 school year is as follows:

- | | |
|-----------|---|
| Principal | Mark Awdycki |
| Teachers | Rachel Alan and Erin Cheney |
| Parents | William Balboni, Brandy Chetsas, and Dyann Rice |
| Students | Bretton Kohler and Janie Pasquantonio |



**Members of Millis High School
Class of 2020**

Millis High School's Class of 2020 consisted of 89 students. Due to safety protocols and state guidance on gatherings, MHS graduation was held outside on the football field on July 30, 2020. Eighty-eight percent of the graduates are continuing their education. Eighty-five percent are attending

four-year colleges, 3% are attending two-year schools, 6% are entering the workforce, 1% are entering the military, and 5% were undecided at the time of graduation. Below is the Millis High School Class of 2020:

Caileen Adams	Maria Ferzoco	John Pateuk
Justin Alonzo	Francesca Galeon	Sydney Price
Ingrid Alves	Destinie Garland	Aiden Proctor-Riley
Cooper Andersen	Matthew Gavigan	Emma Rice
Molly Andrews	Lucas Graham	Samantha Riley
Sydney Bailen	Faith Grattan	Hailey Roche
Abigail Barrett	Michael Hall	Lainey Rodriguez
Andre Bates	Kenyatta Harris	Stella Rubalcaba
Samantha Beaudry	James Hart	Isaias Santiago
Julia Benjamin	Thomas Hill	Nolan Schmitz
Joshua Bergman	Timothy Hourigan	Andrew Schultze
Andrew Bethoney	Stephanie Hubbell	Elizabeth Shearns
Valerie Black-Graham	Melissa Kennelly	Claire Sheehan
Paul Bolton	Jonathan LaDuke	Gerardo Shields
Ella Borst	Haley Lederer	Evan Simmons
William Bouret	Tobias Lewis	Mackenzie Smith
Ryan Brooks	Ashley Lindberg	Kate Spangenberg
Allison Burke	Eamon Lyons	Lauren Taylor
Margaret Carr	Grace Magilligan	Olivia Themistocles
Drew Chansky	Catherine Maher	Alexi Vaillancourt
Hailey Chisholm	Richard Maloney	Joshua Vaz
Zachary Clark	Skylar Martin	Marcus Vorpahl
Brendan Conry	Olivia McClary	Elisabeth Wagner
Jacob Costa	Hadley McPhee	Griffin Walsh
Matthew Costa	Daniel Meade	Jacquelyn Welby
Amelia Coutts	Abigail Messias	Brian Weloth
Olivia DiBona	Erin Mundy	Sean White
Casey Doherty	Victoria Neves	Kendra Zarnofsky
Mallory Doyle	Khushi Patel	Cassidy Zwicker
Alaaeddine Ferrimy	Zeal Patel	

MILLIS HIGH SCHOOL CLASS OF 2020 AWARD WINNERS AND SCHOLARSHIP RECIPIENTS

GRADUATION MEDALS	WINNER(S)
Valedictorian Award	Olivia McClary
Richard Pixley Memorial Salutatorian Award	Alexi Vaillancourt
Art Award	Lauren Taylor
Band Award	Matthew Costa
Chorus Award	Valerie Black-Graham

English Award	Stella Rubalcaba
Mary K. Galvin Award	Alexi Vaillancourt
Math Award	Molly Andrews
Physical Education Outdoor Pursuits Award	Jacquelyn Welby & Ryan Brooks
Physical Education Fit for Life Award	Kenyatta Harris & Andrew Schultze
Science Award	Alexi Vaillancourt
Spanish Immersion AP Award	Joshua Bergman
Spanish Non-Immersion AP Award	Elizabeth Shearns
Student Council Award	Kate Spangenberg
Technology Award	Molly Andrews
Digital Media Production Award	Kendra Zarnofsky
U.S. History Award	Grace Magilligan
PRESIDENT'S GOLD AWARD FOR EDUCATIONAL EXCELLENCE:	Caileen Adams
Criteria = GPA of 3.50 and up	Ingrid Alves
	Cooper Andersen
	Molly Andrews
	Sydney Bailen
	Abigail Barrett
	Samantha Beaudry
	Julia Benjamin
	Joshua Bergman
	Ella Borst
	Ryan Brooks
	Allison Burke
	Margaret Carr
	Hailey Chisholm
	Zachary Clark
	Brendan Conry
	Amelia Coutts
	Olivia DiBona
	Casey Doherty
	Mallory Doyle
	Alaaeddine Ferrimy
	Maria Ferzoco
	Matthew Gavigan

	Thomas Hill
	Stephanie Hubbell
	Jonathan LaDuke
	Haley Lederer
	Ashley Lindberg
	Grace Magilligan
	Catherine Maher
	Richard Maloney
	Olivia McClary
	Hadley McPhee
	Abigail Messias
	Erin Mundy
	Victoria Neves
	Zeal Patel
	Samantha Riley
	Hailey Roche
	Stella Rubalcaba
	Nolan Schmitz
	Andrew Schultze
	Elizabeth Shearns
	Claire Sheehan
	Evan Simmons
	Mackenzie Smith
	Kate Spangenberg
	Lauren Taylor
	Olivia Themistocles
	Alexi Vaillancourt
	Marcus Vorpahl
	Elisabeth Wagner
	Jacquelyn Welby
	Sean White
	Kendra Zarnofsky
PRESIDENT'S SILVER AWARD FOR EDUCATIONAL ACHIEVEMENT:	Valerie Black-Graham
Criteria = GPA of 3.0 to 3.49	Drew Chansky
	Matthew Costa
	Faith Grattan

	Michael Hall
	Kenyatta Harris
	Timothy Hourigan
	Eamon Lyons
	Skylar Martin
	John Pateuk
	Griffin Walsh
	Brian Weloth
SPANISH IMMERSION DIPLOMA FROM THE SPANISH MINISTRY OF EDUCATION:	Justin Alonzo
	Cooper Andersen
	Joshua Bergman
	Hailey Chisholm
	Amelia Coutts
	Casey Doherty
	Mallory Doyle
	Alaaeddine Ferrimy
	Thomas Hill
	Haley Lederer
	Eamon Lyons
	Hadley McPhee
	Abigail Messias
	Stella Rubalcaba
	Andrew Schultze
	Nolan Schmitz
	Evan Simmons
	Alexi Vaillancourt
	Marcus Vorpahl
	Elisabeth Wagner

SCHOLARSHIPS	
Millis Teachers' Association Scholarship	Ella Borst
Morris C. and Judith Mushnick Memorial Scholarship	Olivia McClary
James & Margaret Tabarani Scholarship	Alexi Vaillancourt
Pauline L. Smith Medical Services Scholarship	Grace Magilligan
Frank L. "Lorry" McDonough Scholarship	Mallory Doyle
Dexter M. Gould Scholarship	Erin Mundy

The William and Sylvia Vellante Memorial Scholarship	Julia Benjamin
G.R.I.T. Scholarship #1	Ingril Alves
G.R.I.T. Scholarship #2	Andre Bates
G.R.I.T. Scholarship #3	Hailey Chishom
G.R.I.T. Scholarship #4	Skylar Martin
G.R.I.T. Scholarship #5	Hadley McPhee
G.R.I.T. Scholarship #6	Victoria Neves
G.R.I.T. Scholarship #7	Kate Spangenberg
G.R.I.T. Scholarship #8	Lauren Taylor
G.R.I.T. Scholarship #9	Kendra Zarnofsky
Millis Police Scholarship	Caileen Adams
Clay and Michael Larcom Scholarship	Hailey Chisholm
Bab-Far Equipment Corporation Scholarship #1	Andrew Schultze
Bab-Far Equipment Corporation Scholarship #2	Ingrid Alves
Bab-Far Equipment Corporation Scholarship #3	Stephanie Hubbell
Diane Hatch Memorial Scholarship	Abigail Messias
Middlesex Savings Bank Scholarship	Stella Rubalcaba
The Novick Family Scholarship	Haley Lederer
Dominic E. Luppino Memorial Scholarship	Ella Borst
Millis School Committee Scholarship	Hailey Roche and Olivia McClary
Mohawk Pride Boys Basketball Scholarship	Jonathan LaDuke
Niles Rosenfeld Memorial Scholarship	Abigail Barrett
Dr. George C. Roy Student Council Scholarship	Margaret Carr
Nicholas Diamandis Memorial Scholarship	Zachary Clark
The Warsofsky Memorial Fund	Zeal Patel
Jack Warsof Memorial Scholarship	Elizabeth Shearns
Aram Karoghlanian Tennis Scholarship	Kate Spangenberg
Friends of the Millis Public Library	Jacquelyn Welby
Millis Garden Club/Ken Nichols Scholarship	Mallory Doyle
Boggestowe Fish and Game Club Scholarship	Kate Spangenberg
Amvets Ladies Auxiliary Post 495 Scholarship	Hailey Chisholm and Timothy Hourigan
Ed Winiker Scholarship	Jacquelyn Welby
V. Gayle Kendall Scholarship #1	Ella Borst
Millis Lions Club Scholarship #1	Alexi Vaillancourt
Millis Lions Club Scholarship #2	Stephanie Hubbell
Millis Lions Club Scholarship #3	Olivia McClary

Millis Youth Baseball Scholarship #1	Thomas Hill
Millis Youth Baseball Scholarship #2	Ryan Brooks
Millis Girls Softball League Scholarship	Casey Doherty
Alyssa Gagne Memorial Scholarship	Kate Spangenberg
Professional Firefighters of Millis Local 4704 Scholarship	Abigail Barrett
Democrat Town Committee Scholarship	Elisabeth Wagner
Millis Booster's Club Scholarship	Alexi Vaillancourt, Erin Mundy & Stephanie Hubbell
Coach Ernie Richards Memorial Scholarship	Caileen Adams
Bryce Matthew McCarthy Memorial Foundation Scholarship	Kate Spangenberg
Sean Caulfield Memorial Scholarship	Amelia Coutts
The Ingraham Family Scholarship	Elizabeth Shearns & Hailey Chisholm
Sharon Kelley Connors Memorial Scholarship	Maria Ferzoco
AFL-CIO Exam	Samantha Beaudry

SEALER OF WEIGHTS AND MEASURES

To the Honorable Select Board

and the Residents of Millis:

The following is the Annual Report for the Sealer of Weights and Measures for calendar year ending December 31, 2020.

Measuring devices tested and sealed as required by
Massachusetts law:

Weighing Devices	58
Liquid measuring meters (in motor fuel pumps)	69
Linear measures (yardsticks and tape measures)	3
Bottle refund machines	5
Price accuracy (scanning system) inspections	4
Other inspections and tests (packaged grocery Items etc.) for weight and marking	80

Respectfully submitted,

W. James Allshouse

Sealer of Weights and Measures

Report of the Treasurer

The following is the Treasurer's Report for the year ending December 31,2020.

Library Trust Funds	\$	73,067.55
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Griswold Trust Fund	29,470.29
Ida & Joe Warsofsky Endowment	10,751.88
George W. Wolverd Fund	4,168.43
C. Wesley Emerson Library Memorial	322.67
Sibbel Purdy Memorial Fund	2,071.67
Richard A. Housely Memorial Fund	11,171.88
Jack Warsof Endowment Fund	15,110.73

Other Trust Funds	\$	2,144,662.76
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Conservation Commission Fund	12,321.87
Cemetery Fund	144,985.83
Stabilization Fund	1,837,340.33
Scholarship Trust Funds	150,014.73

Cash in the custody of the treasurer by purpose, is as follows:

<u>Purpose</u>	<u>01-Jan-20</u>	<u>31-Dec-20</u>
Depository & Checking Accounts	4,072,486.98	4,709,632.57
School Agency & Lunch Accounts	251,063.55	98,442.78
Investment Accounts	8,087,377.78	5,816,576.05
Other Post Employment Benefits Fund	183,042.79	207,236.61
Revolving Accounts	59,590.86	59,866.10
Playground Project	22,320.41	22,376.28
Trust Funds & Scholarship Accounts	542,980.88	547,447.58
Stabilization Funds	1,921,549.19	1,837,340.33
Performance Bond (Escrow) Accounts	2,154.44	2,164.39
	\$ 15,142,566.88	\$ 13,301,082.69

Respectfully submitted,
Jennifer S. Scannell
Treasurer

Report of the Treasurer

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Respectfully submitted,
Jennifer S. Scannell
Treasurer

**MILLIS VETERANS' SERVICES OFFICE
2020**

Veterans/Family Members Assisted (State/Federal Applications, VA Appeal Letters, Access to VA Healthcare, Bonus Applications, G.I. Bill Benefits, etc.)	53
Veterans on Chapter 115 (as of 12/31)	6
Chapter 115 Pending	1
Burial Benefits Provided (Assistance with Federal Process)	2

In early 2020, Millis Veterans' Services Office participated in Food4Vets program during the Coronavirus Pandemic and delivering two-week food packages to 24 Millis veterans and their families. Food4Vets was sponsored by the Massachusetts Military Support Foundation and the New England Patriots.



The Veterans Services Office is dedicated to securing and providing financial and medical aid assistance to veterans (and/or dependents) in need in accordance with Massachusetts General Laws Chapter 115, CMR 108, through the Commonwealth of Massachusetts Department of Veterans Services. The state will reimburse the Town 75% of the expense of authorized assistance provided to veterans in Millis. The Veterans Services Office conducted intense review of the town's Chapter 115 Veterans Benefit program and recouped over \$72,200 reimbursable monies from the state. Further, the VSO ensured the State's Chapter 115 Program reimbursement for over \$30,000-\$34,000 annually to the town.

The VSO incorporated control and management for the Veterans Property Tax Work Off Program that once was administered by the Council of Aging. Due to different requirements and program intentions, it correctly fell under the purview of the VSO. Further, the VSO cited the BRAVE ACT to increase the tax abatement by \$500.00, raising it from \$1000.00 to \$1500.00.

We expanded our knowledge of the VA claims process and therefore have helped more Veterans, Dependents, Widows/Widowers access Federal Assistance with the new VetrSpec Program that provided visibility and accountability for VA claims. By utilizing this program, the

VSO was able to switch Veterans from Chapter 115 and provide them a Federal VA Pension. This action was able to save the town additional money.

The VSO also used the BRAVE ACT to dedicate two “Veterans & Military” parking spots at the Town Hall with the signage below.



VSO attained Massachusetts Military Records accounts and visibility to help any Millis Veteran with sourcing their DD-214 Certificate of Release or Discharge from Active Duty, is a document of the United States Department of Defense, issued upon a military service member’s retirement, separation, or discharge from active duty in the Armed Forces of the United State. This document is pivotal for all Veterans benefits and provides information normally needed to verify military service for benefits, retirement, employment and membership in veterans’ organizations.

Millis honored Gold Star families with gold lights illuminating the war monuments on Memorial Day and honored Purple Heart recipients on National Purple Heart Day, illuminating the monuments in purple lights. VSO conducted two socially-distanced ceremonies for Memorial and Veterans Day. Both ceremonies were filmed and shown for local cable television.

**Zoning Board of Appeals
2020**

25 Forest Street – Approved a variance for construction of a new garage.

26 Cedar Street – Approved a variance for addition on the house and a two car garage.

68 Meadow Cartway – Approved a finding to construct an open deck and addition.

416 Orchard Street – Approved a finding to finish garage and add a second floor.

946 Main Street – Withdrawal without prejudice.

376 Orchard Street – Approved a finding for expansion school.

**SPECIAL PERMIT RENEWALS
2020**

Baker, Stephen, 43 Bullard Lane, Approved, Accessory Family Unit.

Brown, Robert and Pamela, 244 Exchange Street, Approved, In-Law Apartment.

Brynczka, Christopher & Rachael, 219 Orchard Street, Approved, Accessory Family Unit.

Cofer, John I., IV, 1 Rose Road, Approved, In-Law Apartment.

Diotalevi, Penny, 15 A Dyer Street, Approved, Accessory Family Unit.

DiPaola, DVM, Jeffrey, 825 Main Street, Approved, Veterinary Hospital.

Durand Brian, 171 Farm Street, Approved, Accessory Family Unit, Property.

Elbery, Donna, 47 Railroad Avenue, Approved, to be allowed to house cats/kittens awaiting adoption.

Ellen Realty Trust, 1575 Main Street, Approved, Map #21, the construction of a temporary parking area.

Furry, Mary Susan, c/o Harlan Ketterling, 194 Ridge Street, Approved, to keep Livestock.

Flaherty, Robert and Betty, 30 Bow Street, Approved, In-law Apartment.

Gagne, Amy and James, 37 Exchange St. Approved, Two residential apartments and commercial space.

Guthrie, Kendra, 2 Chelsea Way, Approved, In-Law Apartment.

Gonzalez, Betsy C, 4 Ryan Road, Approved, In-Law Apartment.

Hannon, Melissa, Causeway Street, Approved, Kennel

Hansen, Kathleen Hanson ,7 Alma Road, Approved, Accessory Family Unit.

Hiler, Cari Leah, DVM, 1175 Main Street, Approved, Veterinary Hospital.

Hopkins, Gerard and Robin 7 Southwoods Circle, Approved, In-Law Apartment.

Jonson, Sabine, 7 Pleasant Street, Approved Amendment to change the operating hours.

Joseph, Nicholas, 210 Pleasant Street, Accessory Family Unit

Johnson, Sabine, 7 Pleasant Street, Approved Special Permit, to allow for a name change.

Keenan, Walter, 5 Windcrest Lane, Approved, In-Law Apartment.

Kramer, Kenneth, 101 Spring Street, Approved Special Permit for baking custom cakes.

Kubacki, Helen R, 22 Middlesex Street, Approved, Handcraft Classes.

Luppino, Richard, 128 Norfolk Rd, Approved, In Law Apartment.

Lynch/McCaronJudith, 106 Forest Rd., Approved, Keeping of four horses.

Martin, 590 Main Street, Approved, Accessory Family Unit.

Martino, 7 Rose Road, Approved Accessory Family Unit.

Merit Hill Capital, 1475/1485 and 1512 Main Street, Approved, Special Permit for the construction of two commercial buildings.

MacInnes William , 78 Island Street, Approved, Accessory Family Unit.

Maltinsky, Nathan and Christine, 431 Exchange Street, Approved, In-Law Apartment.

Millis Animal Hospital, 1175 Main Street, Approved, Animal Hospital.

Nicholson, Richard, 8 Saratoga Terrace, Approved, In-Law Apartment.

Nolan, Tracy & Todd, 34 Pollard Drive, Approved, In-Law Apartment.

Picklesmier, Dorman and Claudette, 183 Farm Street, Approved, to stable two horses.

Pitt, Janet, 1365-1367, Approved, to operate a dog day care, grooming and boarding business.

Smith-McCarthy, Jennifer, 14 Independence Lane, Approved, In-Law Apartment.

Squier, John, 32 Pollard Drive, Approved, In-Law Apartment.

Sullivan, Robert, 310 Village Street, Approved, Accessory Family Unit.

Tobin, Nate and Noreen, 63 Island Road, Approved, Accessory Family Unit.

Toll Bros, Inc., 84 Orchard Street, Approved Special Permit.

Vogt, Angela, 280 Ridge Street, Approved, Art Classes.

Wainwright, Charles, 165 Farm Street, Approved, Accessory Family Unit.

Williamson, Lois Anne, 68 Bullard Lane, Approved, Private Nursery School.